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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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*I dele Rydym yn croesawu gohebiaeth yn
Gymraeg. Rhwch wybod i ni os mai Cymraeg yw
eich dewis iaith.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Dear Councillor,

COUNCIL

A meeting of the Council will be held remotely - via Microsoft Teams on **Wednesday, 20 October 2021 at 15:00.**

AGENDA

1. Apologies for absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest from Members/Officers in accordance with the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 3 - 30
To receive for approval the minutes of 15/09/21
4. To receive announcements from:
(i) Mayor (or person presiding)
(ii) Members of the Cabinet
(iii) Chief Executive
5. To receive announcements by the Leader
6. Annual Report 2020-21 31 - 96
7. Treasury Management - Half Year Report 2021-22 97 - 112
8. Capital Programme Update - Quarter 2 Report 2021-22 113 - 134
9. Market Supplement Policy 135 - 146
10. Changes to the Membership of the Governance and Audit Committee 147 - 150
11. Information Reports for Noting 151 - 164

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Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

Deialu uniongyrchol / Direct line /: 01656 643148 / 643147 / 643694

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 14 October 2021

12. To receive the following Question from:
Councillor Altaf Hussain to the Leader
 Leader, we are all responding to competing needs, the environment and future of the planet at the same time as responding to a housing crisis. Can you confirm how you will balance the need to both develop our environment and reduce carbon emissions at the same time as engaging communities about proposed developments which are sometimes poorly thought through?"
13. Quarterly Debate - "How will social care be funded post the Covid pandemic?"
14. Urgent Items
 To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Note: Please note: Due to the current requirement for social distancing this meeting will not be held at its usual location. This will be a virtual meeting and Members and Officers will be attending remotely. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643147 / 643148.

Yours faithfully

K Watson

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Councillors:

S Aspey
 SE Baldwin
 TH Beedle
 JPD Blundell
 NA Burnett
 MC Clarke
 N Clarke
 RJ Collins
 HJ David
 P Davies
 PA Davies
 SK Dendy
 DK Edwards
 J Gebbie
 T Giffard
 RM Granville
 CA Green
 DG Howells

Councillors

M Hughes
 A Hussain
 RM James
 B Jones
 M Jones
 MJ Kearns
 DRW Lewis
 JE Lewis
 JR McCarthy
 D Patel
 RL Penhale-Thomas
 AA Pucella
 JC Radcliffe
 KL Rowlands
 B Sedgebeer
 RMI Shaw
 CE Smith
 SG Smith

Councillors

JC Spanswick
 RME Stirman
 G Thomas
 T Thomas
 JH Tildesley MBE
 E Venables
 SR Vidal
 MC Voisey
 LM Walters
 KJ Watts
 CA Webster
 DBF White
 PJ White
 A Williams
 AJ Williams
 HM Williams
 JE Williams
 RE Young

COUNCIL - WEDNESDAY, 15 SEPTEMBER 2021

MINUTES OF A MEETING OF THE COUNCIL HELD IN REMOTELY - VIA MICROSOFT TEAMS ON WEDNESDAY, 15 SEPTEMBER 2021 AT 15:00

Present

Councillor JC Spanswick and KJ Watts – Chairperson

S Aspey	SE Baldwin	TH Beedle	JPD Blundell
MC Clarke	N Clarke	RJ Collins	HJ David
P Davies	PA Davies	DK Edwards	J Gebbie
T Giffard	CA Green	DG Howells	RM James
B Jones	M Jones	JE Lewis	JR McCarthy
D Patel	RL Penhale-Thomas	AA Pucella	KL Rowlands
B Sedgebeer	RMI Shaw	CE Smith	RME Stirman
G Thomas	T Thomas	SR Vidal	MC Voisey
CA Webster	A Williams	AJ Williams	HM Williams
JE Williams			

Apologies for Absence

NA Burnett, SK Dendy, RM Granville, M Hughes, A Hussain, MJ Kearns, DRW Lewis, JC Radcliffe, SG Smith, JH Tildesley MBE, E Venables, LM Walters, DBF White, PJ White and RE Young

Officers:

Jackie Davies	Head of Adult Social Care
Lindsay Harvey	Corporate Director Education and Family Support
Gill Lewis	Interim Chief Officer – Finance, Performance and Change
Claire Marchant	Corporate Director Social Services and Wellbeing
Janine Nightingale	Corporate Director - Communities
Michael Pitman	Democratic Services Officer - Committees
Mark Shephard	Chief Executive
Kelly Watson	Chief Officer Legal, HR and Regulatory Services

567. DECLARATIONS OF INTEREST

The following declarations of interest were made:-

Monitoring Officer – Prejudicial interest in Agenda Item 13 and who left the meeting whilst this item was being considered.

Councillor G Howells – Personal in interest in Agenda Item 10 as he knew two of the individuals mentioned in the report.

Councillor RM James – Personal interest in Agenda Item 8 as his wife was Chairperson on the BCBC Fostering Panel.

Councillor E Venables – Personal interest in Agenda Item 9 as a serving Magistrate.

Councillor M Jones – Personal interest in Agenda Item 9 as a serving Magistrate.

568. **APPROVAL OF MINUTES**

RESOLVED: That the Minutes of a meeting of Council dated 21 July 2021, be approved as a true and accurate record, subject to it being noted that Councillor JC Spanswick was Chairperson at the meeting and not Councillor K Watts, as was reflected in the Minutes.

569. **PROGRAMME OF PRESENTATIONS TO FUTURE MEETINGS OF COUNCIL**

The Chief Executive presented a report, the purpose of which, was to inform Members of the proposed programme of presentations to be delivered to future meetings of Council in 2021/22.

He reminded Members that Council will be accustomed to receiving periodically in the past, presentations from its key stakeholders.

At the meeting of Council today, Members will receive a presentation from the Chief Executive of Valleys to Coast (V2C).

The following proposed presentations are due to be delivered to future meetings of Council, during 2021/22:-

Police and Crime Commissioner and the Chief Constable of South Wales
Police – 17 November 2021
Cwm Taf Morgannwg Health Board – 15 December 2021
Medium Term Financial Strategy (MTFS) – 23 February 2022
South Wales Fire and Rescue Authority – 9 March 2022

He advised that external Invitee sessions may be subject to some change, based upon their availability on the dates so listed above.

County Borough Quarterly Debates will be considered as part of agenda business for the Council meetings dated 20 October 2021 and 19 January 2022, the Chief Executive concluded.

The Mayor then asked Jo Oak, Chief Executive of V2c to deliver a presentation together with a few short video's regarding progress on the work of V2c, particularly during the period of Covid-19.

The presentation covered the theme of 'Working together for a better Bridgend – Strengthening Relationships to benefit our Local Communities and Wales.'

She explained that as part of V2c's Turnaround Programme, its main priorities were:-

- Repairs
- Empty Homes
- Adaptations
- Complaints, and
- Compliance

The submission gave some statistical information on progress in the above areas, together with other relevant associated data.

The Chief Executive of V2c explained also that the organisation worked closely with developers of new build, in order to give something back to communities in the areas where new residential developments were being constructed.

V2c had consulted with colleagues and stakeholders regarding the ways and manner by which partnership working needed to be changed for the better, giving regard to key issues such as:

1. Flexible Working
2. Working Locations and Environments
3. Colleague wellbeing, and more

V2c were now in the process of reviewing feedback in relation to these initiatives, the Chief Executive, V2c added.

She then referred to V2c's "New Homes" programme for 2021/2022, with plans for new Eco friendly developments, taking into consideration BCBC's Decarbonisation Agenda. These type of developments were being planned for construction at Ffordd Yr Eglwys North Cornelly, Maesteg Road Tondu, Ewenny Road Bridgend, Woodland Avenue Porthcawl, Brocastle Avenue Waterton, and Parc Derwen, Coity.

V2c Officers then covered the Social Housing Grant (SHG) Programme Delivery Plan (PDP) 2021, with a Grant requirement that totalled £32,478,981. In relation to this, Programme Development Plan Submissions had been considered for:-

Heol y Groes, Pencoed - 24 Homes
Station Rd, Porthcawl - 20 Homes
Oxford Court Phase 1, Ogmere Vale - 6 Homes
Blaen Llynfi Primary School site, Caerau - 23 Homes
Glanyrafon Care Home, Ynysawdre - 35 Homes (acquisition only)
DCWW Site, Cefn Cribbwr - 16 Homes (acquisition only)
15nr Off the Shelf Acquisitions - 15 Homes
Sunnyside House, Bridgend - 31 Homes
Nolton Arcade, Bridgend - 43 Homes
Sax, Bridgend – 36 Homes

A representative of V2c also highlighted the organisations new land swop with BCBC, as part of the Marlas School Project.

The Chief Executive V2c following this, gave a resume of V2c's Annual Review Report, which gave details of V2c's Financial Statements and Strategic Review.

To conclude the Chief Executive, V2c's current focus was in respect of:

- £15.8m Social Housing Grant for 100 homes to be built on average each year in Bridgend for the foreseeable future
- £9.1m to spend on planned repairs and improvements

She explained that partnership working, such as with Keep Wales Tidy and for the provision of tree planting schemes at housing developments, was key for the Housing Association going forward. As was the continued provision of Foodbanks, during the course of the pandemic.

A Member asked what the current status was in relation to energy efficiency being provided at homes, particularly in Social Housing where often occupiers residing there were on low income.

A representative of V2c confirmed that a programme had been planned to improve energy efficiency at V2c homes and they were part of a collaborative group that were being supported by grant funding from Welsh Government for this purpose and in a cost effective way for the benefit of the property occupiers.

A Member asked about the 16 Social Rented flats and 7 properties that were going to be constructed at Parc Derwen. She asked when these were going to be ready for occupation and also if the flats would be allocated as per the BCBC's housing waiting list.

A representative from V2c confirmed that all these dwellings would be ready for occupation by end of year and the flats would be let on the same basis as the BCBC waiting list.

A Member pointed out that many of the V2c inhabited properties on development sites were blighted by residents who were causing anti-social behaviour, that was causing a nuisance and sometimes creating conflict with other residents that occupied properties in adjoining estates and developments. This had on occasions resulted in Police investigation and intervention. He felt that more support from V2c should be given in cases such as this.

A representative of V2c advised that lockdown as a result of Covid-19 had exacerbated problems such as the above, as people had been confined in their properties and the pandemic had also caused a rollback of initially of services and support. However, the Association took issues of this very serious and worked with the likes of BCBC, the Police and Offender Management to try and reduce these cases. Officers from V2c also engaged with its residents, in order to encourage them to report any such problems. If any such complaints continued after tenants had been warned about their anti-social behaviour, then legal proceedings were pursued. Unfortunately, the health and wellbeing of people had suffered since the inception of Covid-19, which had resulted in the health of people who suffered from the likes of alcohol or substance misuse and mental health problems deteriorating. In cases such as this though, such residents where signposted in order to get professional support for these problems. She urged any Member to take up with V2c any complaints they received in regards to these matters.

Debate on this item concluded by Members urging V2c to respond quicker to complaints of all different types of nature when they were made and to continue to improve ways of Customer engagement, including in communities regarded as 'lonely', ie Ynysawdre and harder to reach older tenants.

- RESOLVED:**
- (1) That Council noted that a programme of presentations will be delivered by the Council's partners and Council's S151 Officer, as referred to in paragraph 4.2 of the report during 2021/22.
 - (2) Further noted the presentation given today by the Chief Executive and team members from V2c.

570. **TO RECEIVE ANNOUNCEMENTS FROM:**

Mayor

It gives me great pleasure to announce the names of this year's Youth Mayor and Deputy Youth Mayor. The Youth Mayor will be Xander Payne from Archbishop McGrath Catholic High School and the Deputy Youth Mayor is G Williams of the Royal Welsh Collage of Music and Drama. Both have been part of the youth council for a few years.

G Williams won the Diana Award for His Transgender awareness Training and helps with our YPOP LGBTQIA Group (YPOP is the name of the Youth LGBTQIA (Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, Asexual) Group that we run on a Monday evening from 5-6pm virtually at present).

Xander is one of Bridgend's Young Ambassadors and is also looking to stand as our Welsh Youth Parliament representative. We wish them both all the best for the coming year and for their future ambitions.

I would like to congratulate Bridgend's very own Paralympic champion Aled Sion Davies for yet another successful games and for representing Bridgend and Wales on the World Stage. Aled has won his third Paralympic gold medal, this time in the men's F63 shot put event at Tokyo and was also co-captain of the Great Britain Paralympic team. He has been a great ambassador for Bridgend and Paralympic sport and will now be looking towards Paris in three years time. Aled is one of a long line of successful Bridgend based paralympian's and will no doubt have inspired future paralympian's also.

Over the summer period since our last meeting I have had the pleasure of attending a number of events along with a 60th and 65th wedding anniversary. It was great to see the work taking place as part of our School Holiday Enrichment Programme (SHEP) at both Cynffig Comprehensive School and Coleg Cymunedol y Dderwen. I also enjoyed having school dinner with the children at these events.

I attended Pencoed Library for the launch of the Wales Co-Operative Centre iPad Loan scheme being made available to Carers in the County Borough. A great scheme and one that can be accessed via our libraries. I also learnt what a great online resource we now have at our libraries with free access to magazines.

At the end of August I attended the annual Gilfach Goch Forestry Fun Run along with the Mayor of RCT and it was well attended with numerous children taking part. Medals were presented to all that took part with trophies for those in first and second place in 3 age categories.

On 26 August at 8.10am, I attended the annual Parc Slip Memorial Service along with the Mayoress and it was a moving tribute to the 112 men and boys who lost their life in the dreadful explosion that took place in 1892, which each and every one of their names being read out, with the Leader being part of the group of people reading out the names.

September started off with a visit to Laleston Gardening Club 50th Anniversary celebrations along with the Leader and it was great to see some sort of normality returning with the wonderful display of flowers and vegetables and a lovely cream tea was provided. Cllr. Pam Davies was also in attendance and all three of us ended up joining the gardening club as members.

On Thursday 9th September it was 999 Flag Day and along with the Leader and High Sherriff we raised the flag at the Civic Offices in honour of the 7,500 emergency service workers who have lost their lives in their line of duty and we held a 2 minute silence in honour of them.

As for raising funds for the two groups I am supporting (Lads & Dads and Bridgend Carers Centre), the Mayoress Tandem Skydive was postponed due to the weather in July and is now scheduled to take place on Saturday 27th November 2021. Not sure what chance there is of clear skies, but fingers crossed. If not held on that date, it will then be scheduled for March 2022. Many thanks to those who have sponsored the Skydive to date and it's never too late to make a donation via the Council website on the Mayors page.

I hope to soon be announcing a Charity Pre-Christmas buffet at Bridgend RFC (Brewery Field) where there will be a buffet, comedy hypnotist along with music and entertainment to follow at the end of November. Tickets will be available soon.

I would draw your attention to an item of business, it has been requested that the meeting of Subject Overview and Scrutiny Committee 3 scheduled for Wednesday, 29th September 2021 be moved to Monday 4th October. With the agreement of the Chair this has been actioned and a new calendar appointment has been sent and Members are therefore asked to note the change.

Lastly and to end of a positive note, I would like to congratulate Councillor Cheryl Green and her husband Tom on celebrating their golden wedding anniversary recently, we all pass on our best wishes on reaching this impressive milestone.

To Councillor Stephen Smith and his partner Gemma I would like to say congratulations on your marriage, we wish you all the very best for a long and happy future together.

Deputy Leader

As you know, Bridgend County Borough already has one of the highest recycling rates in Wales, and we quickly rose from 46 per cent back in 2010 to our current, steady 69 per cent.

Now, latest figures have revealed that more than 155,000 tonnes of waste have been recycled and diverted away from landfill over the last four years.

Within that figure is just over 26,000 tonnes of paper and card, 17,500 tonnes of glass, 12,000 tonnes of plastic, 7,700 tonnes of metal, and 3,700 tonnes of electrical waste.

To help you visualise that, I am told that it is the equivalent in weight of 26,000 elephants, and that on average, each person has generated 856kg of waste during the four-year period.

The purple bag scheme has recycled more than 4,350 tonnes and has converted cellulose fibres into fibre boards, acoustic panelling and more, while 32,000 tonnes of food have been converted into electricity to power our local communities and produce fertiliser.

Our Cleaner Streets team have cleared just over 4,000 tonnes of fly-tipped waste, while more than 3,200 tonnes of garden waste has been taken away for composting.

I'm sure you will agree that these are highly impressive figures, and with final preparations also underway for the opening of the new community recycling centre at Pyle, they are set to rise even higher, especially now that a new contractor is in place who will recycle waste collected from public litter bins.

I would like to thank everyone who has helped to make this such a success, but especially the Kier collectors keep the service running by walking between seven and ten miles and carrying up to four tonnes of waste every day, and our local residents who have made such a fantastic recycling effort.

I'd also like to remind members that next Monday will see the launch of our annual budget consultation where we will once more be inviting local residents to help us to develop our spending priorities for 2022-23.

This time, the budget consultation will focus upon a longer-term vision for the county borough while still covering traditional areas such as investment in schools, roads, regeneration projects, energy schemes, council tax levels, support for businesses, tourism and the economy, how online services might be developed further, and more.

The annual budget consultation forms an important element in our efforts to deliver effective and efficient services that are right for our communities, and I am sure that members will want to encourage their constituents to take part and have their say.

The consultation will be available in a variety of formats, and the deadline for responses will be 14 November 2021. Further details will be available soon, including on the consultation page of the Council's corporate website.

Cabinet Member – Communities

Members will be aware that our £2.7m programme of investment into the local highways network is ongoing and is making strong progress across the county borough.

This year's investment programme is targeting 40 local roads. While some temporary inconvenience is unavoidable, every effort is made to minimise disruption, and to complete the work as quickly and as efficiently as possible.

I am sure that members will also welcome news that a number of children's play areas are set to benefit from a £700,000 programme of refurbishment which will allow more than 30 play areas to receive much needed investment.

This first phase will begin early next year and will target play areas in Aberkenfig, Bettws, Blackmill, Blaengarw, Brackla, Bridgend, Bryncethin, Caerau, Cefn Cribwr, Cefn Glas, Cornelly, Coytrahen, Evanstown, Kenfig Hill, Pencoed, Llangeinor, Lewistown, Nantymoel, Ogmores Vale, Pen-y-Fai, Nottage and Wildmill.

The work will range from general refurbishment to the re-laying of safer surfaces and the installation of new equipment.

Funding is being sought for the next phase of this scheme, and I am looking forward to bringing you further details soon.

Finally, I'd like to confirm that Carn Rovers FC have become the latest sports club to have successfully completed a community asset transfer.

They have taken on the management of Cwm Garw Pavilion and Playing Fields in the Garw Valley after agreeing a 35-year lease with the council.

Funding of almost £11,000 is being provided to support them in making improvements, and a further contribution of £10,000 is being provided to support the purchase of new pitch maintenance equipment.

I'd like to congratulate the club, and to take the opportunity to encourage further organisations to come and find out how they might work with us to protect and improve other community facilities within their areas.

Cabinet Member – Education and Regeneration

Across the county borough, pupils have returned to school following one of the most unavoidably disruptive periods in education that we have ever experienced.

Schools and officers of the council have gone above and beyond in trying to minimise this disruption, and have done a fantastic job under some very difficult and challenging circumstances.

Throughout it all, the health, safety and well-being of pupils has remained our top priority. This continues to be the case, and their return to school has been supported in a number of ways.

While Welsh Government no longer requires the routine use of face coverings within the classroom for either staff or learners, schools and other educational settings have been able to determine how they should be used in areas where there is likely to be more social mixing, such as in school libraries, common rooms and more.

The exception has been school transport, where pupils in Year Seven and above are required to wear face coverings while travelling on school transport vehicles.

All secondary school pupils were asked to undertake a lateral flow test before their first day back, and to continue to do so twice a week thereafter.

Schools also have a range of specific processes in place along with risk assessments, hygiene procedures, adequate ventilation and more.

To support pupils, parents, guardians and carers, Frequently Asked Questions have been published on the council website which cover issues ranging from uniforms and school dinners to transport and health and safety.

In the event that local risks differ from the national risk rating, we will work alongside schools and partners to put additional measures in place to prioritise the ongoing health, safety and wellbeing of all pupils.

Cabinet Member – Future Generations and Wellbeing

Members will be aware that there continues to be a high demand for temporary accommodation all across Bridgend County Borough.

To help meet this demand, the council has entered into a new partnership with Cartrefi Hafod for a new private rent-leasing scheme.

The scheme aims to recruit private landlords, and to lease their properties for use as temporary accommodation for homeless people.

With lease agreements of between one to three years, landlords will receive guaranteed rental income for the duration of the contract and will be paid monthly in arrears.

They remain responsible for all structural and external repairs and fixtures and fittings, and must also ensure that relevant gas and electrical safety checks are carried out annually.

However, Cartrefi Hafod can assist with this, and all participating properties are fully managed and are regularly inspected.

The scheme also includes a round the clock repair service, no set-up fees, free garden maintenance and more, all provided at no extra charge to the landlord.

As well as providing an income and keeping buildings in use, the scheme aims to reduce homelessness, and to provide much-needed temporary homes for both families and individuals while they await permanent accommodation.

I hope that members will give their support to this scheme, and that you will advise any landlords within your ward areas to find out more by visiting the Cartrefi Hafod website.

Chief Executive

I delivered a report to Cabinet yesterday where I outlined progress that has been made around the council's future operating model, and I thought members would find it informative if I just recapped some of that progress here.

As you know, during the coronavirus pandemic, we found ourselves in a position where we had to adapt very quickly to rapidly changing circumstances.

The lockdown period meant that the vast majority of council staff had to be mobilised and equipped to work from home.

Over the months that followed, we successfully delivered an increasing number of council services remotely or digitally, and were able to study how we might learn from this experience to make fundamental changes to how we operate in future.

Following this ongoing review, we are now developing a new blended model of working which could see staff dividing their time between both home and office.

Members will be aware that Welsh Government has set new targets of enabling at least 30 per cent of the workforce to operate from home by 2024, even though current guidance says you can continue to work from home where possible.

The new model that we are currently working on reflects this ambition, and is intended to offer greater choice and flexibility.

It is also designed to increase the efficiency of services for customers while continuing to effectively target those who are most in need.

There are a number of potential benefits associated with this, including reductions in traffic, pollution and sickness absence levels, financial savings, greater well-being among our staff, improved retention and recruitment within key service areas, and greater alignment with the council's ongoing digitalisation strategy.

With more than 6,000 staff delivering up to 800 different Council services, the new model will mainly affect employees who are office-based rather than those who work across areas such as schools or within depots.

It goes without saying that we remain extremely proud of the way in which staff have pulled together to meet the ongoing challenges of Covid-19.

This represented a once-in-a-lifetime opportunity to make fundamental changes and improvements to the working culture of the council, and follows hot on the heels of the most recent staff survey.

The results of the survey have so far been very encouraging. To give you an idea of some of the headline figures, more than a thousand staff responded to the survey.

86 per cent stated that they enjoyed their role, and 67 per cent felt valued at work.

73 per cent told us that they were satisfied with the council as an employer, and 66 per cent had discussed their learning and development needs with their line manager within the last 12 months.

Overall, staff were positive about line management, with 74 per cent delivering positive responses about support from their line manager and 82 per cent citing opportunities for two-way communication to discuss and raise ideas and issues.

85 per cent of staff stated that they felt safe carrying out their role during Covid-19, and 83 per cent felt reassured that the council is taking the appropriate health and safety measures to minimise risks associated in the workplace.

At 72 per cent, the majority of respondents felt that corporate communication during the Covid-19 pandemic has been effective.

In relation to staff well-being, 59 per cent told us that they were able to meet the demands of their job within their working hours, and 69 per cent said they were comfortable with the work demands placed upon them in their role.

Of particular interest in relation to our plans for developing a new model of working was the fact that 84 per cent either agreed or strongly agreed that they can work productively within a remote environment.

Overall, when comparing the seven questions used to measure trends between the three surveys, staff were more positive in 2021 than in previous surveys carried out in 2020 and 2018.

We will be studying these results very carefully and will be taking account of them in the development of the new model of working.

Engagement with staff and trade unions on the proposals is underway, and further reports will be forthcoming which will provide firmer details around what shape the new model will take.

I will of course keep members fully updated as this progresses.

571. **TO RECEIVE ANNOUNCEMENTS BY THE LEADER**

Members will have seen the latest coronavirus rates, and how extremely serious the situation has become on a national scale across our entire health and social care system.

The council is experiencing unprecedented pressures across all services, but especially in areas such as adult and children's social care, early help, children's safeguarding, and placements.

These issues are being particularly effected by the challenges that we face in recruiting and retaining our social care workforce.

Our capacity to respond to the need for providing care and support at home is proving to be especially challenging, and as the Cabinet Member – Social Services and Early Help reported to the last meeting of Council, we are currently providing a total of 640 hours per week more than we did when compared to the same period last year.

Faced with increasing need to extend existing packages of care and to provide care to more individuals, the key issue remains that residents may be forced to wait for these to become available.

The situation continues to be extremely delicate as a consequence of delays in people accessing and receiving NHS treatments, exacerbations of chronic conditions due to long Covid or increased social isolation issues as a result of staying at home, and the impact of all this on family, friends and carers.

The social care workforce are tired from the superhuman efforts of the last 18 months, and the risk of burn out and attrition from the sector is very real.

I cannot emphasise enough the need to recognise that the situation is now at the most challenging point we have seen throughout the pandemic.

Welsh Government ministers recently commented that the entire system will remain under pressure while the pandemic is underway and we are expected to maintain a 'business as usual' approach.

The health minister went as far as to state that while the situation may level off after October, we will still face our usual winter pressures such as flu and other respiratory viruses which may impact upon the system.

However, we are continuing to present a strong response to these challenges.

We have Gold, Silver and Bronze level meetings taking place with health board colleagues on a regional level, we are prioritising care on a daily basis and a very detailed set of action plans in place, and we are regularly reviewing, prioritising and co-ordinating essential services at a director and heads-of-service level.

Since the last meeting of full Council, a new recruitment drive has been launched for social care workers across areas ranging from home care and the reablement teams to young people's services.

This is linked to the national 'We Care' campaign run by Welsh Government and Social Care Wales which is promoting the benefits of working in care, and is also encouraging people to apply for roles within the sector.

The recruitment drive focuses on the many benefits of working in this area, and emphasises how full training and support help staff to make a positive difference in the lives of local people.

Care worker recruitment features prominently in our action plan, we have re-opened our six residential reablement beds at Bryn Y Cae in Brackla, and we have recruited an additional two new providers into our framework.

Our social care rebuild and recovery plan is well developed in line with the Welsh Government Social Care Recovery Framework.

We are also in close contact with the whole social care sector and partners, and are continuing to support them in delivering care for the most vulnerable.

We want residents who are seeking work, or who may be considering their career options, to understand that social care offers rewarding career opportunities for individuals from all sorts of backgrounds.

We want them to realise that having the right values and being positive, caring and motivated are the most important qualities.

We are also reminding residents who need information or advice about supporting themselves by accessing the many services available within their communities, which can be done either through the council or our third sector partners.

This includes using the council's Common Access Point for services involving information and advice, the protection of vulnerable adults from harm or neglect, and support for people who care for others.

Anyone seeking support around children and families can contact the council's Information, Advice and Assistance Service team, while our Local Community Coordinators focus upon those whose needs would not usually meet eligibility criteria for care and support.

The co-ordinators form an important part of our overall preventative approach to maintaining independence and well-being, as do the many carers whom we continue to support via the Carers Trust South East Wales which includes a 24/7 helpline.

Unfortunately, one aspect of the current situation is that it continues to pose a risk around increased complaints and queries via members.

This is because a small proportion of people who we support may face delays in meeting their assessed needs, but we are doing all that we can to sensitively and professionally address this under the reality of the circumstances we face.

All members can support these efforts by promoting the social care recruitment initiative within our communities, and encouraging people to come forward and find out more.

In the meantime, staff are continuing to demonstrate exceptional dedication and determination, and I am sure you will want to join me in thanking them once more for their ongoing efforts.

This serious situation recently forced Cwm Taf Morgannwg University Health to make changes around hospital visits and the collection of free coronavirus tests.

Now, people are currently only able to visit hospitals if a patient is receiving end-of-life care and the visit has been agreed in advance with specialist palliative care in-patient services.

For pregnant women, one partner or support person is able to accompany them once they are confirmed as being in labour. This includes the immediate post-natal period prior to them transferring either home or to a postnatal area.

One person is able to accompany patients within paediatric and neonatal areas as agreed with clinical teams. However, no visiting is allowed on either the antenatal or postnatal wards.

For ultrasound appointments, one partner is allowed to attend the 12 week dating scan, the 20 week anomaly scan and some scans arranged via the early pregnancy service.

People attending outpatient appointments must do so alone, but staff will provide support where needed and free Wi-Fi access is available to help people keep in touch with family and friends.

The health and safety of patients, visitors and staff must obviously remain a top priority, and I hope that communities throughout Bridgend County Borough will offer their support and understanding during this challenging time.

Local vaccination rates remain very high, and we recently broke through the 100,000 barrier for the number of residents who have received both doses of the vaccine.

However, it remains vitally important for everyone to keep their guard up against coronavirus, and to do all that we can to stop it from spreading further.

As part of the leave no one behind strategy, Anyone aged 16 or over who has not yet received their first vaccination appointment can walk in to a centre and receive one, while people aged over 18 who have already received their first dose can now do the same for their second vaccination.

Welsh Government and the health board are currently considering new medical advice on whether the vaccine can be provided to young people aged 12 to 15. They are also considering a proposed booster programme, and we expect to know more details about the arrangements for how both of these will be delivered very soon.

There are two groups of children within the 12 to 15 year old group, those who are extremely vulnerable, and those who are not. Cwm Taf Morgannwg have begun to vaccinate the vulnerable, with those falling into the definition expanded by the JCVI on the 3 September being invited to Community Vaccination Centres, including Ravens Court, next week. These children will receive two doses of Pfizer vaccine.

On 1 September, JCVI announced that those very vulnerable individuals who are severely immunosuppressed should receive a third dose of vaccine as part of their primary course. This third dose is recommended to be Pfizer. The people in this category are being identified either by their clinician or via a self-referral form. This process is underway and vaccination will begin in community vaccination Centres next week.

We continue to work very closely with Cwm Taf Morgannwg on the vaccination programme and as always, I'll share further details via email as soon as they are finalised.

In other news, as part of our commitment towards the UK's national Afghan Relocations and Assistance Policy, we have agreed to provide up to three families with safe homes and support, and are waiting for further confirmation on how this will work.

It has been heartening to see the overwhelmingly positive response that this has received from residents, and the way in which many have asked how they might offer help and support.

We have partnered with the Bridgend Association of Voluntary Organisations to consider this, and would ask anyone who might be keen to help to visit the BAVO website for more information on what may be required.

At this point in time, there is no requirement for items to be donated, but support may be needed with issues such as befriending, companionship, conversational English, showing people around the area, transportation, help with running errands and so on.

Later, there is likely to be a need for more specialist services covering areas such as legal matters, tutoring and mentoring, mental and physical health, well-being and more.

More information on the scheme and how it will work will soon be known, so look out for further details.

Finally, members may want to remind their constituents that dozens of employers and organisations will be exhibiting in Bridgend town centre tomorrow as part of our first outdoor Jobs Fair.

The free event, which will be based in various locations including Dunraven Place and Caroline Street, is being held between 10am and 2pm.

Organised in partnership with Employability Bridgend and Jobcentre Plus, it will feature free expert advice and support on a range of work, training and volunteering opportunities.

Some of the employers who will be taking part include South Wales Police, Avon Cosmetics, First Cymru Buses, G4S, Careers Wales and A & R Cleaning Services as well as MPS Industrial, Rubicon Wales Facilities Management, Harlequin Home Care Ltd and Wilmott Dixon.

With a range of temporary and permanent vacancies on offer, the jobs fair is an excellent opportunity for people to find work, change career or access new training, and I am sure it will be a big success.

572. **SCRUTINY ANNUAL REPORT**

The Chairperson of the Corporate Overview and Scrutiny Committee (COSC) submitted a report on behalf of the Committee, the purpose of which, was to present Council with a review of work undertaken by Overview & Scrutiny over a two year period 2019/20 and 2020/21.

She advised that Scrutiny is required to submit an Annual Report to Council with a review of how the function has operated for the previous period. The review was a useful tool for reviewing the effectiveness of Scrutiny, providing an opportunity to reflect properly on how Scrutiny has operated, including the various challenges and outcomes. The report provided commentary on scrutiny activity for the period.

The Chairperson of COSC further added, that the Corporate Overview and Scrutiny Committee considered and endorsed the Scrutiny Annual Report at its meeting held on 1 September 2021, which was attached as Appendix A to the report, for submission to Council.

She explained that due to the Covid-19 pandemic, the report covered a two year period and provided detail on the challenges and outcomes for Scrutiny Committees and Panels for the period, as well as identifying some areas of focus for improvement to ensure Scrutiny continues to develop and achieve positive outcomes for the residents of Bridgend moving forward.

The Leader thanked the Chairpersons of the four Overview and Scrutiny Committees the last few years, i.e. both past and existing for their contributions to Scrutiny and the Annual Report before Members.

RESOLVED: That Council noted the contents of the Scrutiny Annual Report attached at Appendix A to the covering report.

573. **SOCIAL SERVICES ANNUAL REPORT 2020/21**

The Corporate Director – Social Services and Wellbeing submitted a report, in order to present to Council, the Director of Social Services' Annual Report for 2020/21, and request that Members note the assessments reached locally about social care services in Bridgend.

She explained that this is the eleventh Annual Report of the Director of Social Services and is based on the Authority's self-assessment of the performance and delivery of social care services over a two year period 2019/20 and 2020/21. The report was attached at Appendix 1 to the report.

The report outlined some background information, following which it stated that the Social Services and Wellbeing (Wales) Act 2014, placed strong emphasis on promoting the well-being of people who need care and support and carers who need support. It was important that the views and voices of people and their carers are heard, the report identified.

The guidance for the report sets out the sections in relation to the six national quality standards for well-being. These were:

- Working with people to define and co-produce personal well-being outcomes that people want to achieve;
- Working with people and partners to protect and promote people's physical and mental health and emotional well-being;
- Taking steps to protect and safeguard people from abuse, neglect or harm;
- Encouraging and supporting people to learn, develop and participate in society;
- Supporting people to safely develop and maintain healthy domestic, family and personal relationships;
- Working with and supporting people to achieve greater economic well-being, to have a social life and live in suitable accommodation that meets their needs.

The report provides a summary of the main achievements in 2019/20 and 2020/21 taking into account the challenges faced during the Covid-19 pandemic, and references areas where progress has been delayed, or priorities needed to change as a consequence of the unprecedented global pandemic. The report also highlighted the priorities for social services in 2021/22. The analysis draws on progress against the business plans, performance data for each service area in both adults' and children's social care, as well as feedback from people, carers and staff.

The report also demonstrated that despite the challenges of the pandemic, BCBC, together with its key partner organisations, have continued to progress key service developments and improvements, and have continued to be effective in supporting those who need care and support. It did however, further identify areas where improvement was needed and the most significant risks and challenges facing BCBC and its stakeholders going forward, and these were detailed in the priorities for 2021/22.

The report further highlighted that in November 2021, a full regulatory inspection had been carried out of BCBC's Domiciliary Care Services, the outcome of which was extremely positive, confirmed the Corporate Director – Social Services and Wellbeing.

In April 2021 CIW had carried out an assurance check of how well BCBC and partners, had ensured the safety and well-being of people who use or may need to use services,

the safety of services they access, and the safety and well-being of people who work in those services. Overall CIW had found that the local authority had made clear its strategic and operational intent to support vulnerable young people, adults and carers throughout the Covid-19 pandemic.

The Corporate Director – Social Services and Wellbeing confirmed that there were some whole service priorities and then more specific priorities for Adult Social Care and Children's Social Care, moving forward. The Directorate would implement the actions as set out in the 2021-22 Social Services and Wellbeing Directorate Business Plan. The 8 highest priorities for social services and wellbeing in 2021/22 were detailed in paragraph 4.11 of the report and she gave a resume of these for the benefit of Members.

The Corporate Director – Social Services and Wellbeing also gave a power point presentation with the support of immediate colleagues that covered the main key areas of the Social Services Annual Report. This was further supported by a number of short video clips from key workers in Social Care settings, acknowledging the job satisfaction that came about from supporting the most vulnerable.

The Annual Report of the Director of Social Services had been presented to Corporate Overview and Scrutiny Committee (COSC) on 1st September 2021, and the COSC comments and suggestions given by Members of the Committee, she confirmed had been taken into account in the most up to date version of the report.

The Mayor paid tribute to all those who had supported the care service, particularly over the last 18 months or so during Covid-19, particularly those who were voluntary and/or unpaid carers. He felt all carers had given some invaluable support during what were unprecedented times, the like of which had never before been experienced.

The Leader commended the report, adding that it was one of the most important statutory reports the Council considered annually. He thanked the relevant Overview and Scrutiny Committee for their input in the previous consideration of the Annual Report, for the high level of scrutiny and focus they had given to it. He wished to remind the public and Members alike, that in addition to the Annual Report, that there was intense scrutiny of BCBC Social Services by its regulators, which had only intensified during the pandemic. He recognised the fact that the CIW had completed a full inspection of the Authority's Domiciliary Care Services which had proven to be very positive in terms of its outcomes, despite the ongoing challenges of the pandemic on top of normal day to day work. This had been the subject of a further subsequent assurance check in April 2021, analysing the ways and methods that BCBC and its partners adopt, to keep people safe. This had also been a very positive follow-up review. The Leader thanked all frontline staff within the care workforce for their unrelenting efforts, who had given their undying commitment to support the most vulnerable in society, risking their own health in doing so, which he thought was so very admirable. The Council would now going forward, target the eight priorities detailed in the Annual Report, he added. These sentiments were echoed by the Deputy leader.

A Member asked what was being done for both the recruitment and retention of Care Workers.

The Corporate Director – Social Services and Wellbeing advised, that the Council had a very detailed and comprehensive Recruitment and Retention Action Plan, which Officers were meeting weekly upon to improve and perfect this further. She urged Members also, to promote the need for Care Workers through the likes of their newsletters and on Social Media. The Council continued to work with HR, Employability Wales and the Communications Department, to similarly promote this important role. Flexibility in

Contracts for Care Workers was also being looked at she added, in order to encourage people to come forward in this line of work.

A Member referred to the Baby in Mind Service concentrating upon new parents, particularly during the time of the pandemic. This period had been very hard for parents of newly born children. She asked how this was progressing and if support was continuing for this, with parents with other problems other than may be that of a financial nature.

The Corporate Director – Social Services and Wellbeing, confirmed that the Baby in Mind Project was excellent and quite unique, in that it was something that had not been pursued by other neighbouring authorities, that was invaluable in terms of supporting the most vulnerable, including the new born during the time of the pandemic. This was a service that was primarily outside of the Social Services arena and more in the Early Help area of BCBC. Early Help Services also included Flying Start as well as ongoing support through various Hubs that were situate throughout the County Borough. Health visits had also been maintained during the pandemic she added. The Corporate Director – Social Services and Wellbeing concluded, by confirming that the Council would continue to review pre-birth interventions also during the future.

RESOLVED: That Council approved the Director of Social Services' Annual Report for 2020/21.

574. **REPRESENTATION AT THE MAGISTRATES' COURT**

The Chief Executive presented a report, in order to seek approval to amend the Scheme of Delegation of Functions, to authorise Revenue Officers to attend the Magistrates' Court on behalf of the Council in respect of recovering unpaid Council Tax and National Non-Domestic Rates.

He explained that there was currently only one member of the Recovery Section within the Revenues Team that was authorised to attend the Magistrates' Court. Approval was therefore required for other Revenue Officers to attend Valuation Tribunal Hearings and Magistrates' Court hearings on the Council's behalf, for the recovery of Council Tax and National Non-Domestic Rates and to ensure the effective performance of the day to day operation of the Service.

In order to accommodate this, it was necessary to amend Scheme B2 of the Scheme of Delegations as suggested in paragraph 4.2 of the report.

The Chief Executive added, that the proposed delegated power would then circumvent the need to take a report to Council for every individual officer change. Any authorisations made under the delegation will ensure that the officer is appropriately qualified, trained and experienced and the function to be exercised is within that officer's area of responsibility. The authorisation will be recorded in writing and shall be provided to the Monitoring Officer within 5 working days.

RESOLVED: That Council approved the amendment to the Scheme of Delegation of Functions as set out at paragraph 4.2 of the report.

575. **REAPPOINTMENTS TO THE STANDARDS COMMITTEE**

The Monitoring Officer presented a report, with the view to seeking the approval of Council to the extension of the term of office of two Independent Members of the Standards Committee.

Paragraph 3.1 outlined the present composition of the Committee and the criteria with regards to its membership, whilst the next section of the report confirmed that the term of office for two Independent Members of the Committee, runs out in October 2021. She explained however, that the Members in question were eligible to be reappointed for a further term. Thereafter, they were required to stand down as they could not serve more than two terms of office under the Regulations. In addition, the Regulations specify that the second term of office can be a maximum of four years.

The Monitoring Officer added, that the Members in question had made a beneficial contribution to the governance of the Council and were in agreement to standing for a further term.

RESOLVED: That Council reappointed Mrs Judith Kiely and Mr Clifford Jones OBE to the Standards Committee for a further term of four years.

576. **AMENDMENT TO THE CONSTITUTION AND SCHEME OF DELEGATION OF FUNCTIONS**

The Chief Officer – Legal, HR and Regulatory Services presented a report, the purpose of which, was to seek Council’s approval of:

- a number of minor refinements to the Constitution in relation to the sealing of Council legal documents to enable a more efficient management of the legal process;
- amending the Constitution to incorporate the revised Contract Procedure Rules; and
- amending the Council’s Scheme of Delegation of Functions in relation to Council functions in accordance with section 4.7 of this Report.

She explained by way of background, that certain agreements, namely land transfers and contracts over an agreed monetary value, are required to be executed as deeds. This enables enforcement action to be commenced after the usual time limitation period of 6 years. In such instances the agreements are completed by the signature of an Authorising Officer and by affixing the Council’s Common Seal.

Also, the Council is required to review the Contract Procedure Rules, which form part of the Council’s Constitution, on a regular basis.

The Chief Officer – Legal, HR and Regulatory Services continued by stating that, Article 14.05 of the Constitution requires that “the affixing of the Common Seal shall be attested by either the Mayor, the Deputy Mayor, the Leader or the Deputy Leader and by the Solicitor of the Council or a person authorised by him/her”.

The inclusion of these Members is an historical requirement and it is unclear what purpose this additional requirement serves given the complex nature of these documents and the governance processes that are undertaken before such documents are sealed. The logistics around the current process arguably involve unnecessary delay and expense and it is therefore suggested that the requirement for the Mayor or Deputy Mayor, Leader or Deputy Leader to attest the sealing of documents is removed. This is now the common practice of a number of local authorities.

It was therefore recommended that this Article of the Constitution be amended as per paragraph 4.2 of the report, along the lines recommended above.

Furthermore, Rule 20.2 of the Contract Procedure Rules (CPRs) provides that: "Every Contract, including frameworks which exceed £500,000 shall be executed under Seal". The monetary value of a contract is not the sole factor in determining whether an agreement requires execution under Seal. Statutory and common law requirements and practical consideration such as the complexity of the arrangement also need to be considered. It was therefore proposed that the CPRs within the Constitution be amended to read, 'Every Contract, including frameworks which exceed £500,000 in amount or value shall be referred to the Solicitor for the Council for approval.'

Paragraph 4.4 of the report, further recommended that the following be inserted at Article 15.03 to allow the Monitoring Officer to make typographical and other corrections to the Constitution:-

"The Monitoring Officer in consultation with the Head of Paid Service shall have power to make typographical and other corrections and clarification amendments to the Constitution (provided they do not make substantive change to the meaning of the Constitution) and to make updating amendments to the Constitution where required due to changes in legislation".

Following a review of the Contract Procedure Rules, a number of changes have been made to the existing Contract Procedure Rules to ensure the Council modernises the way it procures goods, services and works. A copy of the revised Contract Procedure Rules was attached to the report at Appendix 1 to the report.

A report was presented to Cabinet on 14th September 2021 to approve the revised Contract Procedure Rules to take effect from 1st October 2021.

The revised Contract Procedure Rules now needed to be incorporated into the Constitution.

Paragraph 4.7 of the report, outlined amendments to the Scheme of Delegations with regards to its Council functions. These related to the General Powers of Chief Officers and to Scheme B2 and were itemised in the report, including by way of tracked changes (that reflected the proposed changes).

The Chief Officer – Legal, HR and Regulatory Services advised that a similar report was submitted to Cabinet yesterday for amendments to their Executive functions.

RESOLVED: That Council:

- (1) approved the amendments to the Constitution as set out within this report;
- (2) noted the revised Contract Procedure Rules to take effect from 1st October 2021; and
- (3) approved the amendments to the Scheme of Delegation of Functions in relation to Council functions as set out in section 4.7 of the Report.

577. INFORMATION REPORT FOR NOTING

The Chief Officer Legal, HR and Regulatory Services and Monitoring Officer reported on the Information Report which had been published since the last meeting of Council.

RESOLVED: That Council acknowledged the publication of the document listed in the report.

578. PROPOSED CHANGES TO THE JNC SENIOR MANAGEMENT STRUCTURE

The Chief Executive presented a report, seeking Council approval on a proposed amendment to the senior management structure and to commence formal consultation with relevant JNC officers with regards to the proposed JNC senior management structure.

He reminded Members by way of background information, that Council had approved in November 2017 a new JNC Pay and Grading structure.

Further changes and amendments had subsequently been made to this by members, the last being in October 2019, as referred to in Paragraph 3 of the report.

The Chief Executive added that since then, further recruitments had been made in respect of the JNC posts of Corporate Director – Communities, Corporate Director – Social Services and Wellbeing and more recently the appointment of a Chief Officer – Finance, Performance and Change.

He that Members will recall that in the previous report to Council in October 2019, following a review of Human Resources and Organisational Development, the Service was moved to report to the then Head of Legal and Regulatory Services, and consequently that post was re-designated Chief Officer Legal, Human Resources and Regulatory Services. There was however no change in the grading of this post, notwithstanding however, that the scoring of the post increased.

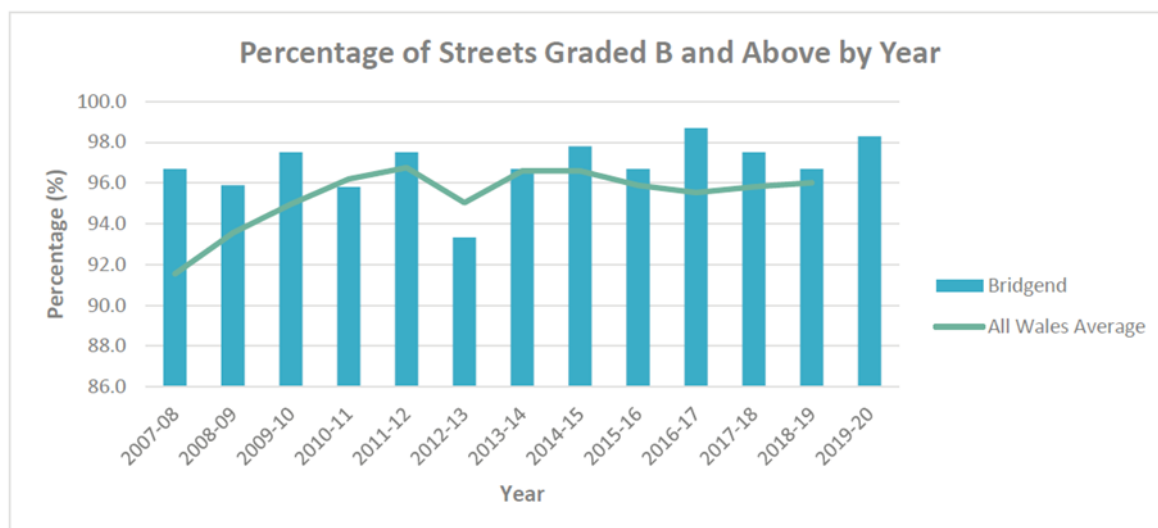
In addition to the duties and responsibility of this post, during the Covid-19 pandemic the post-holder has also taken on important and significant additional responsibilities with regard to representing the Council on the multi-agency Regional Strategic Oversight Group (RSOG). This is a high level strategic and corporate role requiring sufficient authority and accountability to make decisions on behalf of the Council rapidly, and deploy resources accordingly. In the case of the Covid-19 pandemic and subsequent recovery and response phase, the postholder also represents the Council on the Cwm Taf Morgannwg Incident Management Team (IMT) whose role included the establishment and implementation of the test and trace and protect programme, close liaison with the Health Board to develop and set up locally testing centres and the vaccination programme and other responses to government advice, guidance and legislation as they emerged. It has become clear, that these additional responsibilities are not confined to the Covid pandemic and as we reach an endemic phase in due course, there will be an ongoing requirement for someone at a Chief Officer level to fulfil this corporate and strategic function and represent the Council where there is an imminent threat or danger to public safety. The role requires strong leadership and close corporate working throughout the organisation and alignment with the work of the emergency planning team.

The Chief Executive advised that for the reasons outlined in paragraph 4.6 of the report, including the demands that Covid has placed on local authorities not only past and present, but in the future too, it was considered that a new Policy and Public Affairs Unit should be placed within the portfolio of the Chief Officer Legal, Human Resources and Regulatory Services. This would necessitate a change whereby it is recommended that the post of Chief Officer – Legal, HR and Regulatory Services, be redesignated as Chief Officer Legal and Regulatory Services, Human Resources and Corporate Policy. The duties and span of responsibilities that the post holder will now undertake (as set out in paragraphs 4.3 to 4.4 of the report) have been re-evaluated within a revised job description incorporating the wider range of responsibilities using the Council's approved Job Evaluation scheme, and there is a consequent suggested change in the grade to the proposed position as follows: The existing role of Chief Officer Legal, Human Resources

The surveys carried out by KWT grades area's / streets inspected into categories of cleanliness, A to D, streets grade B and above are the streets considered by members of the public to have an acceptable level of cleanliness.

Therefore the % of streets that score B or above, has become one of the key measurements of cleanliness perception (Higher score being better).

Below is a graph provided by Keep Wales Tidy that records the percentage of streets at or above that accepted level of cleanliness in Bridgend year on year. The last recorded year saw the authority recording its second best score to date. The graph also shows the all Wales recorded average figures for comparison.



Supplementary question by Councillor Thomas

Does the Deputy Leader have any ideas how the Council could support volunteer groups across the County Borough?

Response

The Authority has a very good track record in supporting Community Groups in terms of litter picking, many of which have come forward since the pandemic and this has had a positive impact as it encourages people to go out, improve their health and wellbeing through exercise and meet other people in adjoining communities. There were examples to refer to, such as the 'Love it Don't Trash it Campaign.' The Council had also teamed-up with the Bridgend Ravens for litter picking and recycling purposes.

The Corporate Director – Communities added, that volunteers from communities had come forward as volunteers for litter picking, however, the Council had to provide them with the necessary equipment in order for them to safely undertake this task in conjunction with assistance from key groups, for example "Keep Wales Tidy." An event was to be held in Wildmill over the next few days, whereby the Council and V2c were heading-up a litter picking campaign on the estates there and to advocate this in other communities in order to keep them cleaner. She added that it was evident through data that litter picking had increased across the County Borough in recent years.

Second supplementary question by Councillor Bridie Sedgebeer

There are often problems that arise in terms of litter through Fly Posting, by groups such as Yes Cymru in particular. Would Council consider removing this graffiti from property and sign posts and then bill the perpetrators accordingly for this.

Response

The Corporate Director – Communities confirmed that the Council would take appropriate action against this and she asked the Member to confirm the location where this had taken place.

580. **NOTICE OF MOTION PROPOSED BY COUNCILLOR RL PENHALE-THOMAS**

The following Notice of Motion was put forward by the above Member:-

“This council recognises:

- the success of the Welsh Government-backed Free Breakfasts in Primary Schools scheme
- Welsh Government and Welsh local authorities' efforts in provision of free school meals throughout school holidays during the Covid pandemic to 31 August 2021
- the significant and myriad benefits of a nutritionally balanced, healthy school meal, including on educational attainment, mental and physical health and childhood obesity
- data compiled by the Child Poverty Action Group (Wales) highlighting that of the 129,000 school-age children living below the poverty line in Wales, over 55,000 are not eligible, mainly because their parents are in low-paid jobs which take them over the eligibility threshold
- the severe impact the withdrawal of the £20 Universal Credit uplift will have on the most vulnerable families across the county borough

This council believes:

- it is unacceptable in a modern society that children still go hungry

This council calls on Welsh Government to:

- extend its eligibility policy on free school meals to include all children whereby their family is in receipt of Universal Credit or equivalent benefits
- extend its eligibility policy on free school meals to include all children whereby their family has no recourse to public funds
- undertake a review into the universal provision of free school meals

This council calls on UK Government to:

- withdraw its planned reduction in Universal Credit uplift.”

The Notice of Motion was supported by way of co-signatories by Councillors Alex Williams and Malcolm James.

The proposer of the Motion and one of the Members that supported this, gave at the meeting, the following further submissions in the support of this.

Proposer: In Wales more children in poverty miss out on free school meals compared to England, Scotland and Northern Ireland.

That figure stands at 55,000 children – that's 42 per cent of school aged children who are in poverty in Wales and missing out on a school lunch.

The income threshold in Wales for free school meals is £7,400. I can't fathom that any elected member of this authority might believe £7,400 is a significant sum of money when considered as an annual household income.

In Northern Ireland that threshold is almost double at £14,000.

Moreover, the current criteria is prohibitive to families who literally have nothing – people with no recourse to public funds such as those seeking asylum in the UK who are effectively destitute on arrival while their immigration status is determined.

Some children are eating lunch at school that consists solely of jam sandwiches. In the fifth richest country in the world, that cannot be right or justifiable.

The over-complicated, tangled web that is the existing welfare and benefits system can mean that children in receipt of the lowest level of child support are just over the threshold and miss out on free school meals. It forces families to food banks and while we can appreciate the relief that foodbank support can bring, their very existence is an indictment on our modern society.

Utility bills are rising.
National Insurance. Rising.
Cost of living. Rising.

And the Universal Credit uplift is disappearing making matters all the worse.

Again, this winter, many families will be forced to make the decision between heating or eating. All against the backdrop of the most uncertain financial and economic outlook in modern times.

The benefits are all too clear to see. Not just the nutritional value of a proper lunch, but the development of social skills and the higher levels of concentration in afternoon sessions. Long term, we're talking impacts on life chances, with proven links later in life to depression, suicidal episodes and developing chronic illnesses.

We only have to look to our neighbours in parts of Scandinavia, where free school meals are a universal provision.

And the cost? The Wales Anti-Poverty coalition puts the estimate of expanding the programme at £10.5m per year, while universal provision would be nearer £140 million. Still less than 1% of the Welsh Government's total revenue budget.

Members may recall that more than £550m was found mid-way through the financial year just a few weeks back for the NHS and social services; and more recently, officials just 'wrote off' £75m relating to the last stages of the M4 Relief Road project. That's a project that won't see one inch of tarmac laid but had £135m spent on it.

Too often, however, it's a case of knowing the cost of everything but the value of nothing. Invest now, save later and reap the rewards of a healthier and more prosperous population.

Second: I'm sure that all Members would agree with the motion's laudable aims both in recognising the achievements which the Welsh Government has made to date including free breakfast clubs and during the pandemic but also in calling on them to go further in introducing universal free school meals which would ensure that all children living below the poverty line don't go hungry and in turn improve educational attainment.

Of course, there are many factors which influence educational attainment but one is hunger and it is one in which Government at all levels can address. The last Welsh

Labour manifesto rightly said that “it is unacceptable in a modern society that children still go hungry”.

It is blatantly clear to me that if the eligibility criteria were extended to include all children from families in receipt of universal credit or equivalent and families with no recourse to public funds, this situation would be resolved.

Furthermore, I agree that a cost-benefit analysis should be conducted into the universal provision of free school meals. By doing this, the perception that there is a stigma to receiving free school meals could also be minimised.

We as a Council could start by doing a cost-benefit analysis of what it would cost us as a local authority to provide free school meals to all school-aged children in BCBC and then lobby the Welsh Government for further funding to provide this from central funding.

And also, I would suggest that more could be done by our local authority in identifying the families and show them that there is a way to get confidential support if they are reticent to apply for free school meals because of the perceived stigma attached to it. Perhaps it is time for a new campaign to get as many eligible people as possible to take up free school meals.

Finally, as Members will know, the Manchester United footballer, Marcus Rashford, has been a high profile advocate for the provision of free school meals and has urged the UK Government to keep the £20 Universal Credit uplift to prevent thousands of children from going hungry. Even some MPs on the Tory benches are pressing Boris Johnson to retain the Universal Credit uplift introduced during the pandemic, so I hope that Welsh Conservative Councillors in this local authority can also support this motion today.

It is time that we as community leaders in Bridgend took a more active stance to lobby senior politicians in both Cardiff Bay and Westminster to bring about national policy change and end the scandal of child food poverty so I urge all Members to support Councillor Penhale-Thomas’ motion.

The Cabinet Member – Education and Regeneration emphasised the value of school meals that dated back by statute to 1921. In 2001 he confirmed that the Labour Government put basic nutritional requirements back into school meals. During the pandemic BCBC valued school meals and during austerity free school meals were very important for those who were entitled to receive them. He added that currently Welsh Parliament and Welsh Government were reviewing the criteria for free school meals and later this evening, the UK Government would be voting on whether or not to make the £20 uplift to Universal Credit permanent. So with those things in mind, he felt the Notice of Motion was very important and one which he supported whole heartedly.

Further Members also gave their support to the Notice of Motion also.

Members agree to have a recorded vote on the Notice of Motion, the result of which was as follows:-

For:

Councillors A Aspey, T Beedle, JP Blundell, M Clarke, N Clarke, R Collins, HJ David, P Davies, DK Edwards, J Gebbie, CA Green, G Howells, D Lewis, JE Lewis, JR McCarthy, D Patel, B Sedgebeer, CE Smith, JC Spanswick, R Thomas, T Thomas, E Venables, KJ Watts, A Williams, AJ Williams, HM Williams, J Williams, RE Young = **28 Votes**

COUNCIL - WEDNESDAY, 15 SEPTEMBER 2021

Against:

Councillors T Giffard, A Pucella, K Rowlands, S Vidal = **4 Votes**

Abstentions:

None.

RESOLVED:

That it be noted that the above Notice of Motion was supported and carried by way of a clear majority vote.

581. URGENT ITEMS

None.

The meeting closed at 19:05

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE CHIEF EXECUTIVE

ANNUAL REPORT 2020-21

1. Purpose of report

- 1.1 The purpose of this report is to present the Annual Report 2020-21 (**Appendix A**) for Council to consider and approve.

2. Connections to corporate well-being objectives / other corporate priorities

- 2.1 The annual report evaluates our progress against our well-being objectives, outlined in our Corporate Plan. This report relates to our performance for the year April 2020 to March 2021 and the well-being objectives for that financial year, namely:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 According to the [Shared Purpose Shared Future](#) statutory guidance (SPSF: 2) for the Well-being of Future Generations (Wales) Act 2015, individual public bodies must annually review the progress of their well-being objectives and publish a report to assess the extent to which these objectives contribute to the 7 wellbeing goals in accordance with the sustainable development principal.
- 3.2 Under section 15 of the Local Government (Wales) Measure 2009 and in accordance with the related statutory guidance issued by the Welsh Government, the authority must publish its assessment of performance for the previous financial year before 31 October.

- 3.3 In March 2020, the Council published its new Corporate Plan 2018-23, revised for 2020-21. To take account of the impact of COVID-19 on priorities, the Plan was revised and adjustments made, which were agreed at Council in September 2020.
- 3.4 The revised Plan defines 32 commitments to deliver the three well-being objectives and sets out 46 success measures to monitor progress. However, to take account of COVID-19 and redirect resources, targets were removed for 14 success measures. At year-end, data was unavailable for 7 success measures, which are predominantly in education following the Welsh Government decision to postpone exams and use alternative arrangements to determine grades.
- 3.4 The Council's Medium Term Financial Strategy (MTFS) identified how it would best use its resources to support the achievement of the well-being objectives and statutory duties, including the management of financial pressures and risks over the following four years.

4. Current situation/proposal

- 4.1 The Annual Report, prepared under the Well-being of Future Generations (Wales) Act 2015, evaluates how well the Council succeeded in 2020-21 in delivering its commitments and planned outcomes for the financial year, using success measures and other evidence.
- 4.2 We made 32 commitments to support the delivery of our well-being objectives. 13 (40.6%) of these were fully completed with 19 (59.4%) achieving most of their milestones.
- 4.3 Of the 46 indicators identified for the Corporate Plan, 25 can be compared against their target: 12 (48%) met their target, 2 (8%) were off target by less than 10% and 11 (44%) missed the target by more than 10%. Detailed information about the Council's performance is included in **Appendix A**.
- 4.4 Welsh Government confirmed the retrospective data collection of Public Accountability Measures (PAMS) for 2019-20 and 2020-21. The collection of this data can be used to assist Local Authorities for benchmarking purposes to inform future planning, rather than for comparative analysis.
- 4.5 A summary of funding and financial performance for the year, regulators' findings and themes that underpin our work are also set out in the report.
- 4.6 This is an important document as it provides citizens and stakeholders with detailed information about the Council's performance against its well-being objectives and outcomes.
- 4.7 Once approved, the Annual Report will be published on the Council's website and shared with stakeholders. Hard copies of the report will be produced and placed in the Council's public libraries.

5. Effect upon policy framework and procedure rules

- 5.1 The Annual Report provides an assessment of progress on the Corporate Plan 2018-23 which forms part of the corporate policy framework.

6. Equality Impact Assessment

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an EIA in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered when writing this report. It is considered there will be no significant or unacceptable impacts upon the achievement of the well-being goals / objectives as a result of this report.

8. Financial implications

- 8.1 There are no financial implications arising from this report.

9. Recommendation

- 9.1 That, subject to any amendments by Cabinet on 19 October, Council approves the Annual Report 2020-21 (**Appendix A**).

Mark Shephard
CHIEF EXECUTIVE
October 2021

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Background documents

None

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ANNUAL REPORT 2020-21

BRIDGEND COUNTY BOROUGH COUNCIL

CYNGOR BWRDEISTREF PEN-Y-BONT AR OGWR



Table of Contents

Introduction	3
How we assess our performance	9
Well-being Objective 1	11
Supporting a successful sustainable economy	
Well-being Objective 2	22
Helping people to be more healthy and resilient	
Well-being Objective 3	34
Smarter use of resources	
Consultations and engaging through social media	50
Financial Performance	53
What our regulators said about us	56
Important themes that underpin our work	58



Introduction

Welcome to Bridgend County Borough Council’s annual report. It evaluates our progress against our well-being objectives, outlined in our Corporate Plan. This report relates to our performance for the year April 2020 to March 2021.

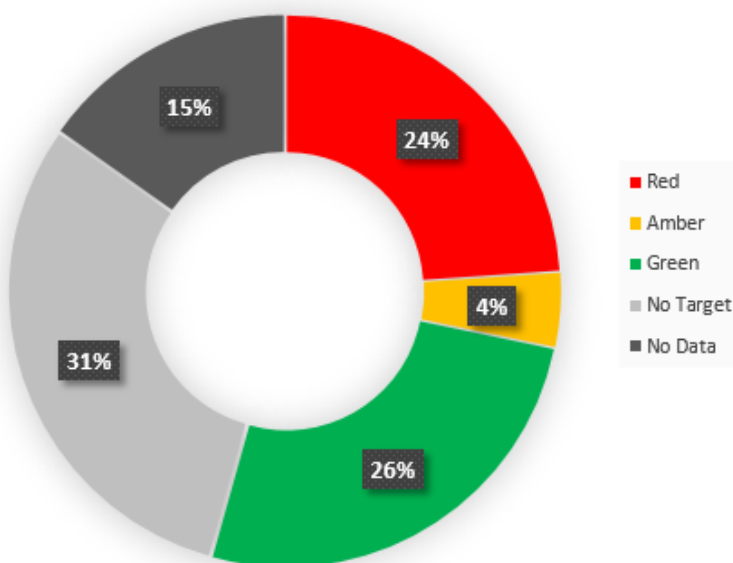
Our vision is to act as “one Council working together to improve lives”. We will do this by delivering our well-being objectives. These represent our ambitions and commitments to our citizens and our contribution to Wales’ seven well-being goals as outlined in the Well-being of Future Generations (Wales) Act 2015 (the Act).

Progress against our well-being objectives

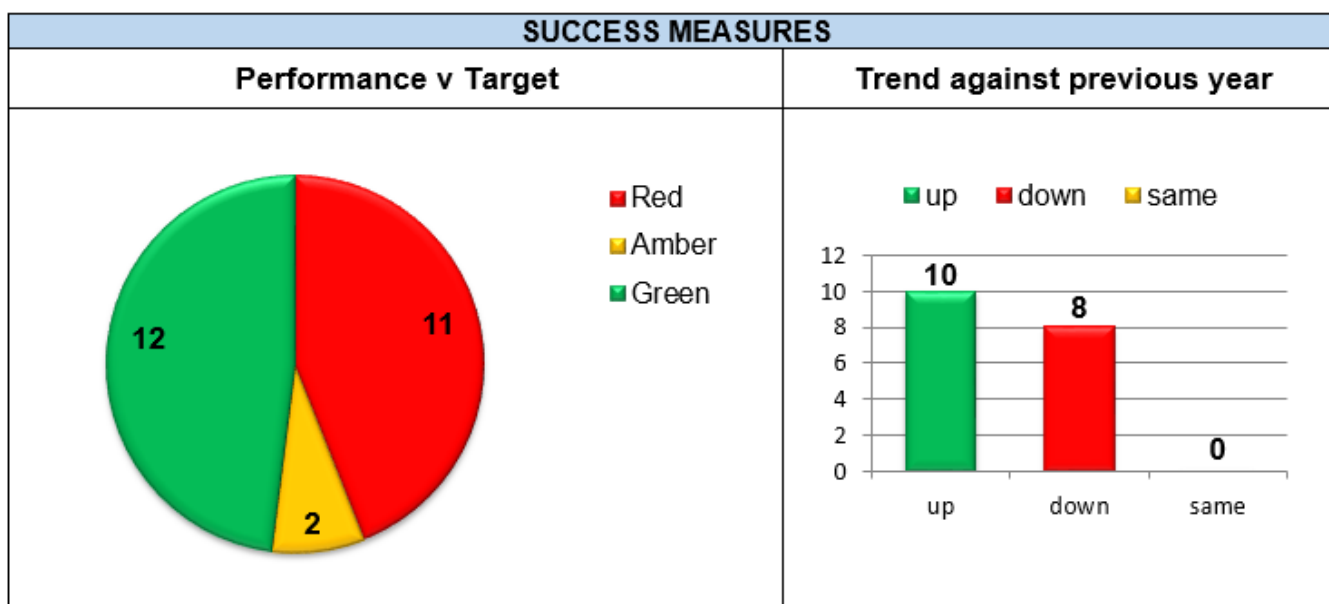
This report looks back on the progress we made together during 2020-21 on the steps to meet our well-being objectives. However, to take account of the changing priorities due to Covid-19, it was necessary to review the corporate plan and make appropriate adjustments. The Covid-19 pandemic has created unprecedented challenges that have had a dramatic impact on the way we do business. The Council’s priority has been responding to the Covid-19 pandemic. We did this effectively through enhanced collaboration, partnership working, committed, adaptable and resilient staff and an army of volunteers who helped us to keep delivering vital services and keep residents safe, providing support in particular to those most vulnerable across Bridgend County Borough. We are now prioritising the planning of our recovery from the pandemic to ensure we can continue to deliver services effectively moving forward. We are embracing the best of some of the changes that have occurred over the last year. We are also recognising some of the additional measures that will need to be implemented to address issues such as improved accessibility to services, wellbeing and the prioritisation of services where there is a legacy of increased demand.

Inevitably, the pandemic has impacted most of the services we provide and resources were redirected to the areas of most need. Due to the ongoing uncertainty around the impact of the Covid-19 pandemic, targets were removed for 14 of the 46 measures, leaving 32 available for assessing performance. At year-end, data was unavailable for 7 measures, and these are predominantly in education following the Welsh Government decision to postpone exams and use alternative arrangements to determine grades for students.

Success measures



Analysis of performance shows that for the remaining 25 success measures for which we have data, performance is set out below. Trend data is also available for 18 measures, shown below:



In addition to our measures of success, we also made 32 commitments to support the delivery of our well-being objectives. We delivered what we said we would, with 13 (40.6%) of our commitments successfully completed (green) and 19 (59.4%) achieving most of their milestones (amber). Breakdown by well-being objective is set out below:

Well-being Objectives	Commitments			
	TOTAL	Red	Amber	Green
Well-being Objective One: Supporting a successful sustainable economy	12	0	5	7
		0%	41.7%	58.3%
Well-being Objective Two: Helping people and communities to be more healthy and resilient	9	0	8	1
		0%	88.9%	11.1%
Well-being Objective Three: Smarter use of resources	11	0	6	5
		0%	54.5%	45.5%
Total for all Well-being Objectives	32	0	19	13
		0%	59.4%	40.6%

A full analysis of 'how did we do' by well-being objective is set out in the body of the report, but notable achievements include the following:

Well-being objective one:

- 4 out of 5 commitments relating to growth and prosperity progressed as planned.
- The financial value of externally funded town centre regeneration projects underway/in development, reached £13.5m, exceeding our target for the year of £13m.
- The employability scheme progressed as planned, helping 401 participants into employment, exceeding our target of 200.
- The number of business startups increased to 540, from 475 in 2019-20, in what has been a very challenging year for businesses.

Well-being objective two:

- Percentage of households threatened with homelessness who were successfully prevented from becoming homeless exceeded our target of 52%, at 67.2%, and was also improved compared to 2019-20 when it was 66.2%
- We exceeded our targets in the percentage of individuals in managed care supported in the community at 75.34% and those in managed care supported in a care home setting at 24.66%.
- Our focus was very much on supporting those most vulnerable during the pandemic, which meant we narrowly missed making the progress we had planned in some of our commitments. This work will continue into 2021-22.

Well-being objective three:

- 3 out of 4 commitments relating to environmental sustainability progressed as planned.
- We completed as planned the enhancement projects and biodiversity schemes across the county borough.
- Although there has been a delay in completing the new recycling centre, it was pleasing to note that though we did not set a target for recycling rates due to the disruption / closure last year of our recycling centres, the percentage of waste reused, recycled or composted was 69.15%, an increase on that achieved in 2019-20 of 67.66%.
- We also progressed as planned in transforming the council's estate by disposing / releasing surplus land and buildings.
- In doing this, we exceeded our target of £600,000, generating some £3.09m of capital receipts to enable us to use on other projects including our 21st century schools modernisation programme.

We continue to work hard to change and improve services at the same time as having to make significant budget reductions. For 2020-21, we had to make total budget reductions of £2.413 million with a further £1.76 million proposed for 2021-22. Making smarter use of our resources will include prioritising our spend better. It will also mean investing in those things that make the most difference to outcomes for local people, and particularly the political priorities around young people and society's most vulnerable.

The implementation of the Social Services and Well-being Act (SSWB) continues to be a priority and is a driver for change and for new ways of working. The principles underpinning the SSWB Act align with the sustainable development principle enshrined in the Well-being of Future Generations (Wales) Act 2015.

This report focuses on the key activities carried out during 2020-21 to help achieve our well-being objectives. We use a combination of quantitative (measures of success) and qualitative (case studies) evidence to measure progress.

Service reform and new ways of working introduced in extremely short timescales have provided insight into the benefits of doing different things to support communities. This included Civic Offices closed to the public, which resulted in very quickly creating processes via telephone and online channels to allow services to continue to be supported. The Council is committed to maximising the lessons learned to inform our planning and service design to deliver better outcomes for people who live, work and visit Bridgend County Borough.

Please look at our annual report and let us know what you think. For those readers that would like to see more in depth information, the report includes many links to detailed reports and data.

We encourage you – our residents, businesses, partners, and stakeholders – to participate in our engagement activities and consultation exercises, as it is only with your involvement that we can truly recover from these challenging times and understand the priorities that are important to you so that together we can create a successful and economically sustainable county borough that focuses on improving the well-being of all, whilst using those resources we have for maximum impact. Please consider signing-up to our Citizens Panel to have your say and follow our social media pages to see what we are doing. We welcome comments on how we have done and how we can further improve our services for those, we serve.



A handwritten signature in black ink that reads "Huw David".

Cllr Huw David – Leader of the Council



A handwritten signature in black ink that reads "M. Shephard".

Mark Shephard – Chief Executive

A snapshot of Bridgend County Borough

In Numbers



Population	47,539
Area	98.5 square miles
Households	64,766
Average House Price	£187,812

Primary schools (excluding Welsh & Faith schools)	48
Secondary schools (excluding Welsh & Faith schools)	7
Special schools	2
Faith schools	6
Pupil referral unit	1
Welsh language schools	5
Wards	39
Councillors	54
Constituency Members of Senedd (MS)	2
Regional Members of Senedd (MS)	4
Members of Parliament (MP)	2
Council staff –excluding schools (Full time equivalent)	2,159

Our Services include:

Bridgend County Borough Council delivers a variety of services, these include:

- schools
- social care
- safeguarding vulnerable adults & children
- maintaining highways and public transport
- refuse and recycling
- street cleaning and safety
- parks and play areas
- elections
- collecting revenues and administering benefits
- leisure, arts and libraries
- supporting business and tourism
- special events and festivals
- environmental health
- planning and building control

Well-being

Below is a snap shot of economic, social, cultural and environmental well-being across Bridgend County Borough. These categories of well-being are prescribed in the Well-being of Future Generations (Wales) 2015 Act:

Economic well-being

- 75.4% of the working age population are in employment
- April 2020 to March 2021, the Employability team helped 1,255 people engage in the programme, including 60 in work clients supported to improve their labour market position; 408 achieved qualifications and 398 are now in employment.
- During the pandemic, the Council has assessed and distributed 6,500 business grants and over £50m to businesses in the borough.
- Bridgend County Borough Council charges one of the lowest prices in Wales for school meals and has agreed to a price freeze for the fourth year in a row.

Social well-being

- 31% of adults take part in sport 3 times a week
- 70% of adults feel they have good or very good general health
- Up to three times as many people are using the local rights of way network compared to before the start of the COVID-19 pandemic
- The top three most popular walking routes in the county borough are the Nant Brynglas Circular Walk, the River Ogmore and Merthyr Mawr Circular Walk, and the Miners Path in Pencoed
- During lockdown there were 400 individual users of the Halo@home programme with 3,331 visits to virtual classes
- 136 people participated remotely in the national exercise referral scheme
- 4,444 people were identified as needing additional supported during lockdown. The support provided includes, 721 shopping trips, 2993 prescriptions, 225 food security, 312 telephone befriending, 1126 shielding checks
- 1,300 additional volunteers came forward during the COVID-19 pandemic to help their communities, the 3rd highest in Wales
- 446 volunteers trained in specialised support. This includes 119 telephone befrienders, 29 Age Cymru, 102 shopping support, 30 shielding visitors, 73 pharmacy volunteers, 21 foodbank support, 50 penpal writers, 2 dog walkers, 20 emergency list volunteers

Cultural well-being

- 69% of adults attend or participate in arts, culture or heritage activities at least three times a year
- 65% of people strongly agree that the 'Welsh language is something to be proud of'
- 21% of adults volunteer
- Library opening hours are the highest in Wales
- Library membership has increased from 346 per 1000 population in 2018/19 to 377 in 2019/20.
- Books at home, which started because of the pandemic, has supported 437 individuals, issuing 15,226 books based on 3,036 home visits
- 89,413 digital library resources issued and 53,664 physical issues
- 1,137 people engaged in cultural or leisure programmes during lockdown

Environmental well-being

- More than 4,350 tonnes of absorbent hygiene products have been diverted away from landfill and recycled as part of Bridgend County Borough Council's 'purple bag' scheme
- 69.15% of waste in Bridgend County Borough is recycled which is above the Welsh Government target of 64%
- 39% of people are satisfied with their local area as a place to live
- Rest Bay, Trecco Bay and Porthcawl Marina retained their Blue Flag awards
- 9 parks across Bridgend County Borough achieved a Green Flag or Green Flag Community award from Keep Wales Tidy, including Bryngarw Country Park, Maesteg Welfare Park and Wilderness Lake Porthcawl
- Zones established (including A4061, A4063, A4106, and A473) with reduced grass cutting to allow wild flowers and insect habitats to remain undisturbed
- Bridgend County Borough Council has become the first in Wales to trial solar powered bins-the high tech bins self-compact waste creating 6 times the capacity and sends alerts when full

How we assess our performance

The Well-Being of Future Generations (Wales) Act 2015 requires public bodies to act in a manner that seeks to ensure the needs of the present are met without compromising the ability of future generations to meet their own needs. Based on the sustainable development principle, our well-being objectives are intended to deliver long-term positive outcomes. We review progress annually to ensure planned activities are getting us closer to our goals. Our well-being objectives also discharge our statutory duty under the Local Government (Wales) Measure 2009 to 'make arrangements to secure continuous improvement'. We use a combination of quantitative performance measures and targets to assess performance, along with the progress of our commitments to help deliver our key programmes.

Our contribution to the well-being goals

Our well-being objectives are designed to maximize our contribution to achieving the 7 national well-being goals. These are set out below:

Well-being Goal	Well-being Objective: Supporting a successful sustainable economy	Well-being Objective: Helping people be more healthy and resilient	Well-being Objective: Smarter use of resources
A prosperous Wales	✓		✓
A resilient Wales			✓
A healthier Wales	✓	✓	✓
A more equal Wales	✓	✓	✓
A Wales of cohesive communities	✓	✓	✓
A Wales of vibrant culture and thriving Welsh language	✓	✓	
A globally responsible Wales	✓		✓

Performance measures

A number of performance measures are identified within the Council's Corporate Plan, which help show the progress made in delivering the Well-Being Objectives we have set ourselves. Where applicable, targets are set against these performance measures to show what we want to achieve.

Performance measures are assigned a Red Amber Green (RAG) status:

- **green** where the measure is on or above target
- **amber** where the result is within 10% of the target
- **red** where the result is greater than 10% from the target.

The trend arrow refers to the improvement trend. An improved trend on last year's performance will indicate an upward arrow. A brief explanation of where performance is below target is also given.

Key:	↑ = performance increased	↓ = performance declined	↔ = performance stayed the same or maximum performance
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Commitments

Progress against our key programmes' commitments affects how we assess progress on each well-being objective. We assign a RAG status to each commitment using a balanced appraisal of performance along with the current progress of agreed tasks. The self-assessment categories are below:

A **red** status means that there are delays of more than 10% of the total length of the planned action. And/or budget and/or performance measures for the commitment are mostly red.

An **amber** status means that there are delays of less than 10% of the total length of the planned action. And/or performance measures for the commitment are a mixture of red, amber and green.

A **green** status means that the commitment is being met, and on budget. Also that the performance measures are mostly green.

Well-being Objective 1

Supporting a successful sustainable economy

Why we choose this objective?

We want to build a county borough where people have more opportunities to secure meaningful work, develop a career and improve their family income and circumstances. We know that higher levels of prosperity boost health and well-being and create more resilient communities that need fewer services. We believe that education remains the most important lever for improving the life chances of young people. We believe that a successful sustainable economy can and should be balanced against the needs of the environment.

What do we want to achieve?

Our Aims

1. To support local people develop skills and take advantage of opportunities to succeed.
2. To create conditions for growth and enterprise
3. To create town centres and communities that improve the quality of life for citizens

Our priority areas to support this well-being objective

- **Improve learner outcomes** – To inspire and support children, adults and families to achieve better outcomes; leading to prosperous, healthy, safe and happy communities.
- **Growth and prosperity** - Promote the conditions for growth and prosperity by supporting people and business to take advantage of the opportunities to help them succeed.

How did we do?

Performance Measures

Set out below is our performance for the year 2020-21 against our measures of success we set ourselves for this well-being objective.

Priority Area: Improve learner outcomes

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
Average capped 9 score for pupils in Year 11. (Higher)	362	363	N/A	Not applicable*
Percentage of pupils, at end of foundation phase, achieving Outcome 5 or above in teacher assessments for LLC-E and LLC-W (Language Literacy and Communication in English and Welsh). (Higher)	N/A*	85.1%	N/A	Not applicable*
Percentage of pupils assessed at the end of key stage 2, in schools maintained by the local authority, achieving the expected outcome in English/Welsh first language, as determined by teacher assessment. (Higher)	N/A*	90.2%	N/A	Not applicable*
Percentage of pupils at A level achieving 3 A*-C grades. (Higher)	55.4%	55.6%	N/A	Not applicable*
Percentage of Year 1 learners taught through the medium of Welsh. (Higher)	7.58%	8.7%	Red 7.61%	↑
<p>Given the small numbers involved, any difference year on year needs to be interpreted cautiously because a small change can affect the proportions e.g. one family move in/out of the area (e.g. a new school opens). The figures related to Year 1 pupils in Welsh-medium education show a similar pattern over the years with little variation. As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotion work designed to encourage more families to consider Welsh-medium education for their children. Given that these are pitched at mothers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 1 in three to four years' time. There have been a number of admission applications for places at Ysgol Gymraeg Bro Ogwr but the school has reached capacity in some year groups – hence the proposals for a new and larger school in that area. In each case, an alternative Welsh-medium school has been offered except where parents/carers have expressed a clear preference for an English-medium school closer to where they live.</p>				

*Due to COVID-19 there were no teacher assessments

Priority Area: Growth and Prosperity

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
Financial value of externally funded town centre regeneration projects underway/ in development. (Higher)	£15m	£13m	Green £13.5m	Not applicable
Number of participants in the Employability Bridgend programme going into employment. (Higher)	334	200	Green 401	↑
The number of visitors to town centres - footfall for (Higher)* a) Bridgend	6.354 million	No target	3.130 million	↓
b) Porthcawl	2.761 million	No target	1.961 million	↓
The number of vacant premises in town centres (Lower) a) Bridgend	64	No target	74	↓
b) Maesteg	13	No target	16	↓
c) Porthcawl	19	No target	21	↓
d) Pencoed	7	No target	7	↔
The number of business start-ups. (Higher)	475	No target*	540	↑

* Due to COVID-19 and national lockdown this target was revised during the recovery planning

Steps taken to achieve the well-being objective

We made 12 commitments to support the delivery of this well-being objective, focusing on two priority areas

- 1) Improving learner outcomes;
- 2) Growth and prosperity;

For 7 commitments we achieved all that we had planned, therefore we have assessed our performance as **green**. Of the 7 commitments assessed green, 3 are from the priority area improving learner outcomes and 4 are from the priority area growth and prosperity. The remaining 5 commitments we assessed as **amber** as we did not achieve all that we had planned.

1) Commitments to improve learner outcomes	RAG
Sustain the current good pupil performance at key stage 4	Amber
Raise standards of literacy in primary schools	Amber
Improve outcomes for post-16 learners in school sixth forms	Green
Assess the impact of the COVID-19 school closures on outcomes for learners and support schools to mitigate teaching and learning issues as a result of the pandemic	Amber
Support schools to provide safe learning environments for all learners and staff in schools	Green
Identify the impact of blended learning and further its development and implementation	Green
Deliver the priorities in the Welsh in Education Strategic Plan to promote Welsh medium education and increase the number of Welsh speakers to support Cymraeg 2050.	Amber
2) Commitments for growth and prosperity	RAG
As part of regeneration to support the growth and prosperity of the county borough two key developments are planned: <ul style="list-style-type: none"> • Redevelopment of Maesteg Town Hall providing improved community facilities to include the town library, performance spaces, offering improved accessibility for visitors and creating jobs. • Complete on the sale of Salt Lake Development for food retail as part of an ambitious regeneration scheme in Porthcawl. 	Green
Create better town centres through improving property and the environment.	Green
Through Employability Bridgend, work with individuals to improve their job opportunities and reduce economic inactivity.	Green
Providing the right infrastructure and support for business to overcome the impact of the COVID-19 situation by: <ul style="list-style-type: none"> • Supporting business start ups • Supporting resilience of businesses - (enterprise hubs) • Developing procurement strategies to boost the foundational economy 	Amber
Improving the visitor experience to boost tourism in the wake of the COVID-19 crisis by: Enhancing the natural environment through Valleys Regional Park Deliver the Porthcawl Resort Investment Focus (PRIF) programme	Green

Priority Area: Improve learner outcomes:

To inspire and support children, adults and families to achieve better outcomes; leading to prosperous, healthy, safe and happy communities.

Supporting young people through the COVID-19 pandemic

At the request of Welsh Government, Estyn examined how local authorities and regional consortia have worked with schools and pupil referral units (PRUs) to promote learning and

support vulnerable pupils during the COVID-19 period between June and November 2020. The report by Estyn praised the Councils support to schools and PRUs during the pandemic noting that Bridgend's 'early help locality service model' meant multi-disciplinary teams were positioned well to respond effectively to the challenges of COVID-19. In addition, Estyn highlighted the strengths of our business resilience planning to ensure the continuity of learning. All schools and PRUs had to plan for a range of scenarios including the self-isolation of pupils; the self-isolation of staff, the continuity of leadership. Possible solutions included the strategic planning and mapping of blended learning; developing the capability and capacity of staff and pupils in using online platforms; producing pre-prepared emergency learning packs for all groups of pupils; use of Welsh Government's 'Recruit, recover and raise standards programme' grant and cover arrangements. A copy of the report can be found here <https://www.estyn.gov.wales/thematic-report/local-authority-and-regional-consortia-support-schools-and-prus-response-COVID-19>

During the pandemic, the pupil development grant was used to offer additional tuition to 33 looked-after children in the county borough. Schools and partners received training on the impact of trauma, and the effect on a child's ability to engage in learning. On-site provision was offered to looked-after children, with priority given to those in foster placements that were at risk of breakdown. Since January 2021, an average of 50 of these learners were accessing on-site provision (primary school age through to Year 8) each week. Digital equipment was also supplied where required.

Learning and teaching continued to be affected by the COVID-19 pandemic during the 2020-2021 school year. However, schools worked hard to address the impact. The approaches taken by schools and settings will continue to evolve. It will take some time to understand how blended learning affects the outcomes of learners both locally and nationally. Because of the pandemic although progression of associated activities continued, relevant measures were not applied in the 2019-2020 academic year, reflecting the national steer. The decision by Cabinet in the summer of 2020 to retain sixth forms in all secondary schools represents a maintenance of the existing position, but importantly provides a clear strategy for the local authority on the model it believes will help to improve learner outcomes for those in post 16 education.

Bridgend Youth Support

Throughout the pandemic Bridgend Youth Support continued to offer help to young people through its WhatsApp service <https://www.bridgend.gov.uk/residents/children-and-young-people/bridgend-youth-support/>. When the first lockdown began, the service needed to adapt its delivery model to ensure continued engagement and support for young people, which it did by redesigning its website and promoting the service. A youth chat function was added to Oggie chatbot. This allowed young people to engage digitally and service matched to an appropriate Council programme for support or signposted to an organisation for help. This included employment, training, emotional and self-esteem support, and preventing homelessness. As part of the change in service delivery, activities moved online and over the phone, with the teams delivering interview skills training over Skype, as well as other online learning, confidence-building courses, and weekly activities and games. The youth Council continues to meet virtually, with a different theme and a guest speaker each week.

Welsh language

As part of our aspiration to meet ambitious targets set by Welsh Government, we continued promotion work within Mudiad Meithrin, Flying Start and primary schools to encourage families

to consider Welsh-medium education for their children by highlighting the benefits to pupils of bilingualism.

We secured funding via the Cymraeg 2050 capital programme for four projects. Planning permission is in place for two Welsh-medium childcare facilities, in Bettws and Blackmill. A further two facilities are planned for Bridgend Town and Porthcawl areas with expected delivery in 2022.

The hub in Blackmill will serve the Ogmore Valley with places for 34 children aged up to five and will operate between 7am-7pm. Once completed, it will feature a new play space, quiet rooms, storage facilities, offices and a car parking area. Outside will be landscaped with soft play facilities as well as a canopy to provide children with shelter and shade. Completion is expected by December 2021. At Bettws, preparations are underway to establish the second childcare hub on the derelict site of the former Bettws Boys and Girls Club, which will be demolished to make way for the new centre. The completion date for the facility is March 2022.

A new Cylch Meithrin Welsh medium playgroup –‘Cylch Meithrin Gwdihw’ with 16 nursery places opened in Bryntirion and Laleston Community Centre in January 2020.

Following the first lockdown, Welsh Government identified the learning of pupils in Welsh-medium schools from English-speaking homes as a key priority. Several local authorities, including Bridgend, used their immersion facilities to provide additional support for these pupils. Central South Consortium (CSC) Improvement Partners (IPs) worked on a regular basis with all Welsh-medium schools, supporting them to develop their blended and remote learning offer. Some schools chose to work together to employ additional language support assistants for those identified as needing more bespoke support. CSC created “Direct Teaching Resources” used extensively in schools to support teachers with the teaching of key subject areas, which included Welsh-medium resources.

Priority Area: Growth and Prosperity

Promote the conditions for growth and prosperity by supporting people and business to take advantage of the opportunities to help them succeed. The key focus is on:

- Regeneration
- Skills and employability
- Economy and Enterprise

Regeneration

Redevelopment of Maesteg Town Hall

Working in partnership with Awen Cultural Trust, work to repair, restore and extend Maesteg Town Hall continued to make good progress. The latest developments on the £7.9m Grade II listed building include the laying of concrete for the new backstage platform lift, which will ensure better access for bigger sets and stage equipment. On the roof, the cupolas, which form part of a traditional ventilation system, have been restored and weatherproofed.



The iconic clock was dismantled carefully and its mechanism removed to provide unhindered access for the structural works needed to the tower, and to keep it safe during the process. This has been carried out by renowned clockmaker Smith of Derby, which has looked after the clock for many decades.

The restored building which is the biggest investment in arts and cultural in Maesteg in generations will be enhanced with a new glass atrium, studio theatre and cinema space, café and mezzanine bar, heritage centre and modern library. It is scheduled to reopen in spring 2022.

Porthcawl

We progressed with the planned redevelopment of the Salt Lake area of Porthcawl with the disposal of the retail site to Aldi as the highest compliant bidder for the new food store. An artist's impression highlights how the building will feature an environmentally sustainable design using high-quality materials. The roof features a two-storey 'wave' motif to reflect the community's close relationship with the sea and there is a strong focus on using wooden and limestone materials as part of the construction.



The new development will become a gateway into Porthcawl along with creating jobs, providing new facilities, and delivering high quality landscaping and public realm improvements. The development is intended to unlock funds to be reinvested in further improvements, including new infrastructure along the seafront, improved car parking facilities at Hillsboro car park and more. It will be followed by all-new residential, leisure, retail and commercial developments at Salt Lake, along with green open space and new active travel facilities.

Improving town centres

Support for new business

Providing the right conditions and infrastructure to help business thrive is a key strategy to ensure our towns are lively places that people will want to visit and spend time. One of the ways we do this is by providing reliable, relevant and accessible information to help new business make informed choices. The Town Centre page on the Council website is curated with helpful data and information including the Town Centre Property index, Footfall data and guidance on Pop up shop opportunities <https://www.bridgend.gov.uk/business/town-centres/>

The Town Centre Property index went live in June 2020. This interactive page updated weekly, allows prospective business owners to search for available premises in towns across the county

borough, while also providing the Town Centre Manager with real time intelligence to identify and market a vacant property and match business queries with appropriate vacant unit.

We continued to invest in industrial and business infrastructure to help drive business growth, including developing additional starter units for growing businesses in Pyle and Bridgend. Phase 1 of the enterprise hubs development programme at Village Farm Industrial Estate received planning approval and the building of the units will commence later in 2021.

Work was completed on vacant and new business premises in Bridgend and Maesteg town centres. However, the impact of the pandemic has unsurprisingly dampened down interest and reduced the appetite for investment.

Bridgend indoor market

Improvement work for the Bridgend indoor market are now complete. There are public toilets, including accessible and baby-changing facilities, a multi-use central area is available for specialist events, family entertainment, children’s play facilities and other activities designed to encourage footfall and support trade. Tables and chairs allow people to enjoy a sit down lunch for food purchased at the market.



Measures are in place to keep customers safe, including a one-way system, two-metre markings on the floor and hand sanitiser stations. The Council continues to do all it can to help support local businesses by promoting the ‘shop local’ message and offering concessionary rates for market traders.

Economy and enterprise

Valleys Regional Park

The Valleys Regional Park (VRP) initiative, set up by the Valleys Taskforce, celebrates the Valleys' vast and beautiful landscape by combining nature with community spirit and economic development. Stretching from Carmarthen to Pontypool, Bridgend to Merthyr the VRP aims to support the development of a high-quality network of uplands, woodlands, nature reserves, country parks, rivers, reservoirs and canals, as well as heritage sites, and connect them with towns and villages.

There are ten Discovery Gateway sites across the Valleys Region, including two beautiful locations in Bridgend County Borough - Bryngarw Park and Par Slip Nature Reserve. Working with delivery partners AWEN (Bryngarw Park) and Wildlife Trust (Parc Slip) both schemes aim to maximise the social, economic and environmental potential of the valleys’ natural, cultural and heritage assets.



Bryngarw Country Park received £647,000 for a broad range of projects including the development of a new education centre, which will provide a focus for connecting communities to their natural environment through outdoor education. A green-roof bicycle shelter has been constructed which will promote active travel and exploits Brynmawr's strategic situation at the start of National Cycle Route 884 which enables visitors to explore the Garw Valley and close to NCN Route

4 which stretches from London to Fishguard. The redeveloped visitor centre and the upgraded interpretation throughout the park are helping to make Bryngarw Country Park a regional as well as local visitor destination.

VRP has also funded the development of biodiversity within the park, including planting trees and the creation of a wildlife pond. Bryngarw Country Park will work with Parc Slip to become a joint gateway to the Garw, Ogwr and Llynfi Valley



Parc Slip received £400,000 in funding to restore ponds and deliver improvements to one of the grazed fields to plant a fruit and nut community orchard. The funding will also develop areas around the visitor centre with wildlife gardens, a rain garden, wild kitchen and herb gardens. Planned accessibility improvements will ensure a wide range of visitors can enjoy the facilities.

The experience of the pandemic reaffirmed the importance of green spaces to our communities. Respondents to a Bridgend PSB survey into the use of open and green spaces during lockdown appreciated green space more during lockdown, <https://www.bridgend.gov.uk/media/9802/bridgend-public-service-board-open-and-green-spaces-survey-infographic-2020.pdf>

The developments in Bryngarw Country Park and Parc Slip will help to ensure both sites will grow their position as key locations within the county borough that helps to deliver benefits for the economy, tourism, environment and well-being. More information is available from the new website launched during the summer of 2020. <https://valleysregionalpark.wales/>

Skills

Between April 2020 and March 2021, we supported 1,255 people from across Bridgend County Borough to engage on employability support programme; 408 people achieved qualifications and 401 have gone into work. We also supported in work training providing mentoring to 60

working adults. The pandemic meant we had to adjust how we delivered our community-based model of support. We switched to engaging by phone and internet even for the most vulnerable.

Case study: The Confidence to Interview Well

Georgina Simpson was enrolled onto Employability Bridgend's CFW+ project in January 2021. She was recently made redundant from her job of 11 years with Lloyds Bank.

The experience of being made redundant had adversely impacted her confidence and her lack of interview experience meant a recent job interview with Starling Bank did not go well.

After speaking to Georgina during her phone enrolment, we agreed to focus on building confidence and interview preparation. Due to COVID-19, job interviews are taking place online. To help Georgina build her experience of this platform all future meetings were held via Microsoft Teams. We regularly held mock interviews and worked on formulating answers to interview questions particularly focusing on the STAR technique to build her skills to answer competency-based questions.

Georgina's hard work had started to pay off and she secured three job interviews within one week. She was determined to do well and prepared thoroughly. We had Teams meeting before every interview, to help her stay positive and focused.

Georgina received two job offers, and accepted the 'Collections Coach' role with 'MotoNova Finance'. She started work on March 1st 2021 and has just completed three weeks of intense training.

Georgina says, "I'd like to thank Richard at Employability Bridgend for his help and support after I had been made redundant. My confidence was at an all-time low and after two failed interviews I was really struggling. Each time I spoke to Richard he was so understanding and supportive; it wasn't just about finding another job it was about finding my confidence again and believing in my own capabilities.... Richard sent over supportive examples that I needed for competency based interviews... this was a massive help as I struggled with this type of interview. I would highly recommend this service and it's great that it's in my local area – Thanks for all the help and support"

COVID-19 support for business

Protecting business from the worst impacts of the lockdown, and providing support to help when restrictions have eased has been a key priority. On behalf of the Welsh Government, the Council assessed and distributed 6,500 grants worth £50m to businesses across the borough. Our Kickstart grant scheme for new business was fully subscribed and delivered, showing there is still an appetite for business start-ups even during a pandemic.

We also provided practical support and adapted our town centres to ensure the retail sector could operate in a COVID secure way through initiatives such as the Outdoor Improvement Grants, and interventions in retail environments such as public health social distancing notices, window vinyl's, social distancing floor markers and COVID-19 Public Health Advice booklets. In addition to practical support and interventions, we are developing a COVID-19 recovery strategy for each of our town centres to build back stronger and with greater resilience.

In June 2020, we put in place the strategic governance for the post COVID-19 economic recovery planning, consisting of:

- A Bridgend County Economic Task Force
- An economic engagement programme
- A specific ring-fenced budget – The Economic Futures Fund.

A task force was also created with a clear aspiration to evolve its focus over time to develop an Economic Plan for the future of the county borough which will include action to help businesses adapt to the changing economic landscape and improve resilience, as well as support for residents to develop new skills, training and employment opportunities.

Well-being Objective 2

Helping people to be more healthy and resilient

Why we choose this objective?

Providing the right support, in the right place, at the right time can make a real difference to outcomes and ensure individuals and families can thrive. A people centred approach with a focus on prevention and wellbeing helps ensure we support people to lead independent lives and reduces the likelihood of becoming dependent on Council services.

By building on our track record of working with the third sector, the not-for-profit and private sector, we can support communities to develop their own approaches to local issues and meet people's needs within the community.

What do we want to achieve?

Our aims

1. To give people more choice and control over what support they receive by providing early access to advice and information;
2. To reduce demand by investing in targeted early help and intervention programmes;
3. To develop more active, healthy and resilient communities by working in partnership with the third sector, town and community Councils and community groups.

Our priority areas to support this well-being objective

- **Developing and enhancing community support and services** – Ensuring there are high quality, seamless opportunities, support and services in place for those who need our help to enable them to remain independent for as long as possible.
- **Building resilient communities** – Working with our partners and communities, we will develop through co-production new and innovative alternatives to improve well-being and to support and sustain delivery. New service models will be sustainable and less reliant on the Council and will reflect a positive shift in responsibility by empowering other organisations and local people.
- **Better health and well-being** – Improve the physical, mental and emotional well-being of children and young people and vulnerable citizens, to ensure they can thrive and fulfil their potential.

How did we do?

Performance Measures

Set out below is our performance for the year 2020-21 against our measures of success we set ourselves for this well-being objective.

Priority Area: Developing and enhancing community support and services

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
Number of people aged 65+ referred to Community Resource Team. (Higher)	New 20.21	2200	Red 1,974	New 2020-21
COVID-19 has changed hospital activity this year, therefore comparators with previous years is not relevant. Other factors such as individuals declining service input and more recently reasons of frailty and deconditioning is reducing numbers of referrals.				
Percentage of reablement packages completed that: a) Reduced the need for support (Higher):	New 20.21	Establish baseline	34.32%	New 2020-21
b) Maintained the same level of support (Lower)	New 20.21	Establish baseline	5.05%	New 2020-21
c) Mitigated the need for support (Higher):	New 20.21	Establish baseline	52%	New 2020-21

Priority Area: Building resilient communities

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
Number of Council owned assets transferred to the community for running. (Higher)	4	15	Red 13	↑
The COVID-19 pandemic has impacted upon the engagement with some community groups and the finalisation of leases / management agreements. Issues surrounding specific sites, e.g. covenants, also caused delays. However, the lease for Cae Gof Playing Fields (Cefn Cribwr Athletic Club) was completed in May and Woodlands Park (Pencoed Athletic BGC) and Pencoed Recreation Ground Green Space (Pencoed Town Council) are to be finalised shortly.				
Percentage of households threatened with homelessness successfully prevented from becoming homeless. (Higher)	66.2%	52%	Green 67.2%	↑
Percentage of people presenting as homeless or potentially homeless, for whom the local authority has a final legal duty to secure suitable accommodation. (Lower)	10.51%	32%	Red 50.4%	↓
The current pandemic has seen a more than anticipated increase in homelessness (65% higher than previous year), for periods longer than expected. The emergency changes to the Housing (Wales) Act has removed priority need status, which means we have a duty to secure accommodation for far more persons/households. There has been slower progress in new tenancies due to COVID-19 restrictions resulting in far more applications reaching final duty. Single person household (75%) were the highest percentage of persons requiring permanent accommodation where stock already outweighed demand. There has also been an increase in the complexity of individuals requiring secure accommodation which				

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
has impacted on the ability to secure accommodation at prevention or relief stage as these individual require multi agency support and planning				
Number of additional dwellings created as a result of bringing empty properties back into use. (Higher)	20	7	Red 2	↓
Due to the guidance on the calculation of this measure, 14 units of accommodation brought back into use in Maesteg and Wildmill, although in a state of disrepair were pre-existing and therefore not included. Two houses were also converted into 4 units of accommodation but only 2 would be considered as additional.				
Percentage of private sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority. (Higher)	3.26%	2%	Green 3.36%	↑
The number of children and young people looked after. (Lower)	394	375	Amber 390	↑

Priority Area: Better health and well-being

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
Percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome. (Higher)	70%	68%	Green 69%	↓
Percentage of individuals in managed care supported in the community. (Higher)	New 20.21	74%	Green 75.34%	New 2020-21
Percentage of individuals in managed care supported in a care home setting. (Lower)	New 20.21	26%	Green 24.66%	New 2020-21
Number of individuals engaged/supported in targeted programmes linked to leisure and cultural facilities and services. (Higher)	New 20.21	Establish baseline	1,137	New 2020-21
Number of people who have improved access to leisure and cultural activities by reducing cost as a barrier to taking part. (Higher)	New 20.21	Establish baseline	No data available	New 2020-21

Steps taken to achieve the well-being objective

We made 9 commitments to support the delivery of this well-being objective, focusing on three priority areas

- 1) Developing and enhancing community support services;
- 2) Building resilient communities;
- 3) Better health and well-being.

One commitment, under the priority area better health and well-being, achieved all that we had planned and therefore performance is assessed as green. The remaining 8 commitments were amber, as the progress achieved during the year shows not all planned actions were completed.

1) Commitments to develop and enhance community support and services	RAG
Expand a range of integrated community services – over an extended day.	Amber
Target the use of early intervention services to reduce demand on statutory services.	Amber
2) Commitments to build resilient communities	RAG
Continue the safe reduction of looked after children to ensure young people are supported to live with their families and where this is not possible alternative permanence options are achieved at the earliest opportunity.	Amber
Work with households and partners to prevent people from becoming homeless, and support vulnerable people including rough sleepers, by providing a range of accommodation options reacting to the changing guidance from Welsh Government as part of the COVID-19 response. Aiming to support households to transition into long-term solutions to prevent homelessness and escalation into statutory services.	Amber
Work with landlords to return empty properties back into use helping to increase the availability of affordable housing for sale or rent.	Amber
Work in partnership with town and community Councils, third sector and community groups to complete community asset transfers and develop long-term sustainable solutions to manage and maintain facilities / services.	Amber
3) Commitments for better health and well-being	RAG
Improve the quality of care and support provided to individuals at home through a multidisciplinary team around people in our Community Cluster Networks, ensuring timely and responsive assessments that are people centred and meet need. This will also improve our ability to anticipate future need and ensure contingency plans are in place.	Green
Rebuild participation in leisure and cultural activities by improving accessibility, removing barriers to involvement and creating age friendly communities.	Amber
Work with partners to develop a mental health strategy and action plan to support children, young people and all adults particularly with the added and often acute pressures from COVID-19 and lockdown.	Amber

Priority area: Developing and enhancing community support and services

Ensuring there are high quality, seamless opportunities, support and services in place for those who need our help to enable them to remain independent for as long as possible.

Early intervention services

During the initial lockdown, the Council's multi-disciplinary early help hubs proved invaluable in ensuring a rapid response in helping to meet the challenges of the pandemic. The three hubs based in the north, east and west of the borough provided integrated effective support to families with vulnerable children and young people. In addition, pro-active support was provided to children looked after. Officers visited care placements weekly, which helped them to identify potential placement breakdowns and be proactive in providing additional support where needed rather than waiting for placements to fail.

Estyn highlighted this integrated early help approach as good practice in the recent report *Local authority and regional consortia support for schools and PRUs in response to COVID-19*.

Cameo: Multi-disciplinary working – sharing information and providing solutions A key feature of Bridgend's ability to adapt and respond quickly to the needs of children and young people, particularly those identified as vulnerable, has been the strong connections that exist across and within service areas. For example, the pre-existing 'early help locality service model' across the borough helps to ensure that professionals share relevant information with one another. Multi-disciplinary staff are co-located at three sites across the borough. Discussions and solution-focused work with families involve different specialist services. This integrated approach helps to ensure also that support is prioritised and allocated appropriately. The development of the multi-agency safeguarding hub, in place for the past two years, has also contributed to a sharing of intelligence around safeguarding concerns for individuals. Colleagues from South Wales Police, the local health board and local authority are co-located and provide a single point of contact for agencies to refer. Page 25 of the report

<https://www.estyn.gov.wales/thematic-report/local-authority-and-regional-consortia-support-schools-and-prus-response-COVID-19>

Therapy through exercise

The impact of lockdown on people's well-being has been well documented during the pandemic, but vulnerable people particularly children and young people in care, have experienced the impact more acutely. Lockdown has added to the trauma experienced by children in care resulting in emotional and behavioural challenges that increase the risk of placement breakdown.

We designed a summer hub programme for children referred by social care including children looked after and those with safeguarding concerns. For a lot of these children hyperactivity and difficulty concentrating makes it harder to engage in therapy. Taking part in play and creative activities helps children in care deal with trauma and can provide children and their support workers with something else to focus on (known as the 'third thing') when a difficult issue is discussed and can help a relationship to develop so that children feel safer.

The programme supported 39 children from 24 households, providing 48 hours of activities over four-weeks. Some of the outcomes reported by foster carers included less challenging behaviour, better eating habits and improved sleeping patterns. The improved well-being of the

young people and their carers contributed to the stability of the placement. The group sessions helped build communication and social skills, improved ability to compromise and led to a decrease in the emotional and behavioural outbursts as the programme progressed.

Priority Area: Building resilient communities

Working with our partners and communities, we will develop through co production new and innovative alternatives to improve well-being and to support and sustain delivery. New service models will be sustainable and less reliant on the Council and will reflect a positive shift in responsibility by empowering other organisations and local people.

Supporting the homeless during COVID-19

The Council worked with its partners to safeguard homeless individuals throughout the COVID-19 pandemic, ensuring no one was forced to sleep rough. To support a strategic, joined up and speedy approach a multi-agency weekly Homeless Cell meeting was established to respond to the demand for support. In 2020-21, there were over 1,600 homelessness applications from households either threatened with or imminently homeless.

To safeguard vulnerable individuals, we offered anyone at threat of rough sleeping an accommodation placement. With our partners, we provided temporary accommodation to over 600 households through the year. Additional accommodation resources were required to meet these significant demands. This included working with local hotels, B&B's and holiday lets, as well as repurposing existing projects where necessary. In many instances, homelessness coexists with complex needs such as mental health and substance misuse issues. In partnership with third-sector, providers all individuals accommodated were offered support to address these needs. Where necessary joint working with the Police and Community Safety Partnership has addressed concerns around anti-social behaviour.

As part of efforts to ensure no one accommodated returns to being homelessness a Rapid Rehousing Protocol, in partnership with Registered Social Landlords, was established to support the move on from temporary accommodation. This protocol ensured 130 households secured suitable, long-term accommodation. To continue this work, the Council bid for Welsh Government 'Phase 2 Funding'. Funding of over £200,000 was secured, which enabled existing support services to be enhanced, including the development of a new supported housing scheme. Capital funding of £6.8m was secured to deliver in partnership with Registered Social Landlords an additional 28 units of accommodation across the county borough.

Whilst the Council has responded to the needs of homeless persons throughout the pandemic, it is important to note that significant demands on temporary accommodation remain. There is also the potential for further pressure on services, with the expected lifting of emergency laws protecting evictions. Once these emergency laws end there is the potential for increased presentations. In addition, the longer-term socio-economic impact of the pandemic has the potential to leave increased households threatened with homelessness.

Empty Properties

Empty properties are a wasted resource and have many negative impacts, which can be categorised under three headings:

- **social**, such as crime including arson, graffiti, squatting, as well as reduced public confidence in the area or the Council

- **environmental**, including rodent infestation, fly tipping, dangerous structures, and a poor impression of the area
- **economic**, such as repair costs, increased burdens on Councils' resources, property devaluation, deterred investment

Over the last few years, the Council has developed many tools and approaches to encourage empty homes back into use. This included the removal of the 50% Council tax reduction for properties empty for six months or longer, as well as investing grant monies and loans to support owners of empty properties. During 2020-21, progress has been impacted by the COVID-19 restrictions. 16 properties were renovated, creating 2 additional homes. The remaining 14 properties are not classed as additional home because they are pre-existing homes that had been in a state of disrepair brought back into use.

Support for empty properties has also come via the Valleys Task Force (VTF) empty homes grant. Supported by Welsh Government funding. Phase 1 ran in 2019-20 with over £76,000 awarded to complete work at 8 properties in rural parts of the county borough. The grant comprises of up to £20,000 for renovations and up to £5,000 towards energy efficiency, subject to set criteria. For 2020-21, 23 applications have been accepted and surveys are now underway.

Community Asset Transfer

The Council established a £1million CAT fund to support the community have greater voice and control over services and assets. The fund enables buildings such as pavilions and community centres to be refurbished post transfer and has been extended to support drainage/pitch improvements and equipment grants to enable the self-management of facilities.

All playing fields and park pavilions managed by the Council's Green Spaces section are subject to expressions of interest from Town and Community Councils or sports clubs. During 2020-21, 13 community asset transfers were completed these include the following:

- **Rest Bay Playing Fields (Rest Bay Sports):** The pavilion and pitches transferred to FC Porthcawl and Porthcawl United with the Council awarding £55,220 to assist with the cost of pavilion refurbishment and the purchase of pitch maintenance equipment. Building works commenced in December 2020 and completed in June 2021.
- **Bowls Greens:** The day-to-day maintenance of eleven bowls greens transferred to ten bowling clubs under tenancies at will. In addition green maintenance equipment grants of up to £10,000 and Transitional Bowls grants of £5,000 for each site to assist with the introduction of self-management arrangements.
- **Litchard Park Play Area:** The lease to Coity Higher Community Council was finalised in July 2020 and funding of £14,511 allocated match funding from the Town and Community Council Capital Grant scheme towards the refurbishment of the play area, which cost £29,022.
- **Griffin Parks Veterans Hub:** Renewed the lease of the former Griffin Park Health & Wellbeing Centre in December 2020.

Improving Places and Spaces

In addition to the transfers outlined above, the Council also allocated CAT funding as follows:

- **Bryntirion & Laleston Community Centre:** £50,000 awarded under the CAT fund and £20,000 under the Town and Community Council Capital Grant scheme, to assist with the refurbishment of the Community Centre estimated to cost more than £158,987.

- **Cae Gof Playing Fields:** £138,587 awarded to the rugby and bowls clubs to support the transfer and re-development of the bowls pavilion, bowls green, two rugby pitches and tennis courts. The lease was finalised in May 2021 and building works on site commenced in June 2021.
- **John Street Public Toilets:** £50,000 under the CAT fund and a further £20,000 under the Town and Community Council Capital Grant scheme to the Town Council to assist with the cost of refurbishing the Grade II listed building, estimated to cost £107,791. The freehold transfer of the public toilets is due to be finalised in September 2021 with refurbishment works scheduled to be undertaken in autumn 2021.
- **Llynfi Valley Sports Related CATs:** £20,000 funding to enable the Town Council to establish its own £50,000 CAT fund to provide additional support to sports clubs undertaking CATs in the Maesteg, Caerau and Llangynwyd areas.
- **North Cornelly Community Centre:** £5,000 match funding awarded to support the continued upgrade of the Community Centre.

The Council also provided further funding under the Town and Community Council Capital Grant scheme to promote partnership working for the following two projects:

- Bettws Life Centre (Garw Valley Community Council): £13,000 for essential external maintenance of the Life Centre which cost more than £26,000 and was funded under a tripartite agreement between the Council, Community Council and Awen Cultural Trust.
- Penyfai Playing Fields (Newcastle Higher Community Council): £7,651 to assist with the cost of path tarmac, lighting and upgrades of outdoor furniture at the playing fields.

Working collaboratively with Welsh Government the Council secured funding under the Play Sufficiency initiative, which enabled the replacement of play equipment at three play areas in partnership with two Community Councils:

- Coychurch Play Area (Coychurch Lower Community Council): £55,251
- Pandy Crescent Play Area (Pyle Community Council): £34,693
- Waun Cimla Park Play Area (Pyle Community Council): £22,999

Priority Area: Better health and well-being

Improve the physical, mental and emotional wellbeing of children and young people and vulnerable citizens, to ensure they can thrive and fulfil their potential.

Mental health services

For adults in the county borough, Cwm Taf Morgannwg University Health Board provides the Assisting Recovery in the Community (ARC) service jointly with the Council. Throughout the pandemic, support was made available via telephone and video calls, alongside limited community contacts conducted in line with restrictions.

ARC offers person-centred support to people experiencing mental health issues or emotional well-being issues. It provides opportunities for individuals to improve their mental health and well-being, enhance their lifestyles and to maximise their independence through existing community resources. Tickety Boo - a perinatal mental health support group – started just before COVID-19 restrictions and was maintained via telephone support. Face-to-face sessions for small groups are planned to restart once COVID-19 restrictions allow.

People can access the advice and guidance service without the need for referral and it acts as a point of contact for community organisations and agencies requiring information in support of individuals. This includes local third sector organisations, employers and colleges.

Consistent with previous years, the predominant conditions reported are anxiety (48%), stress (15%) and low mood (30%), with the main contributory causes highlighted as family and relationship issues, followed by health issues, trauma, bereavement and work stress. The percentage of people citing COVID-19 as a cause of anxiety rose by 70% during the third quarter, the total for the year was 120.

Supporting mental and physical well-being during the pandemic

The pandemic had an immediate impact on how public bodies delivered essential services. This included well-being services such as libraries, gyms, leisure and cultural activities. While providing many challenges, the pandemic also provided opportunities, which we will take forward into the future. The biggest shift in our service delivery has been the accelerated use of digital platforms to engage with service users.

Services go digital

- The National Exercise Referral Scheme, which supports people with a range of chronic conditions, developed an online offer including filmed classes and live streaming activities. Alongside the digital classes, one to one support continued. The digital offer had 7,039 contacts with exercise professionals and 7,643 live views for classes.
- A few months into the pandemic, Halo Leisure, working with Sport Wales developed the Halo@Home online activity offer for gym members. It had 431 users with 3,331 session views. The success of the offer means it is likely to continue in the longer term alongside other options available in Halo centres.
- The Feel Good for Life programme, in partnership with Wales Co-Operative centre and Digital Communities Wales, developed new approaches to bring unpaid carers together and to develop digital skills. The programme supported 100 people, with 525 support calls made in addition to group activities.
- The Family Active Zone programme worked with schools to issue 500 family resource packs and a digital version of the Dame Kelly Holmes Foundation “Get on Track “ programme was trialled with 81% of young people feeling more connected to their community.
- Discovery day’s programme went virtual, 10 keep in touch fun videos and 33 zoom calls.
- Awen worked in partnership with local communities to build content for the online platform Stronger Together Bridgend. A new programme, Creative at Home launched in May 2020, with the aim of supporting the mental well-being of older people during the lockdown restrictions. Content included creative writing, photography, ukulele lessons, an online choir and more. The online content regularly attracted over 2,000 views. A hard copy workbook of all the resources along with DVD versions of the activities were distributed to people without access to the internet.
- Bridgend was the pilot for the Dame Kelly Holmes *Get on Track* virtual programme. Eight young people took part in the eight-week programme, which ran for two days a week between October and December 2020. The programme supports young people to develop confidence, improve well-being, and learn the soft skills to enhance their

employability. Upon completion of the programme, a follow up with participants revealed that 4 are in employment and 1 enrolled in an ITEC course.

- To help school staff better support the health and well-being of children and young people during the pandemic, we developed a one-stop resource pack for children, young people and their families, which was made available on the Happy Healthy Features Facebook page.
- A new telephone IVR (Interactive voice response) was introduced to ensure calls to the Council were routed through to the correct service area. The IVR included a designated COVID-19 response option to allow vulnerable residents to go through to a dedicated team to help assist them with their needs.

Play support during the pandemic

The Councils play team provides much needed support and enjoyment for children and young people with disabilities at the after school club in Heronsbridge. However, the pandemic meant that all services stopped. A new way of working to support better health and well-being meant novel and fun ways to ensure these young people received the support they needed.



Case study-

Our initial response was to maintain contact with the pupils through weekly phone calls. However, the lack of normal contact was having a negative impact on the wellbeing of pupils. The Play Team came up with the idea to make 10 videos of the staff engaging in different activities. This included a special video to celebrate carers week and included photos and clips of their children.

During summer 2020, we were able to facilitate COVID-19 safe family sessions at Bryngarw Park as part of our Discovery Days programme. We had 6 families for each session. The programme ran 3 days a week for 4 weeks- providing the pupils and families with much needed socially distanced games, interaction and of course fun!

In August, we began a weekly zoom session for children and young people every Friday. There have been 33 sessions to date- each with a different activity. So far, 41 families have been invited to join in on quizzes, bingo, karaoke and themed evenings- including an Elvis impersonator!

During February half term, we arranged surprise dinosaur visits to the children and young people. Staff travelled across the borough dressed in inflatable dinosaur costumes to dance and sing and bring a little joy and fun. For those unable to take part, we filmed clips, turned it into a news style bulletin on dinosaurs being spotted across the county borough, and sent it out to families.

Integrated Cluster Networks

As part of our commitment to improve health and well-being, we are working with our partners in health, social care and community services to deliver One Team Around People. The service

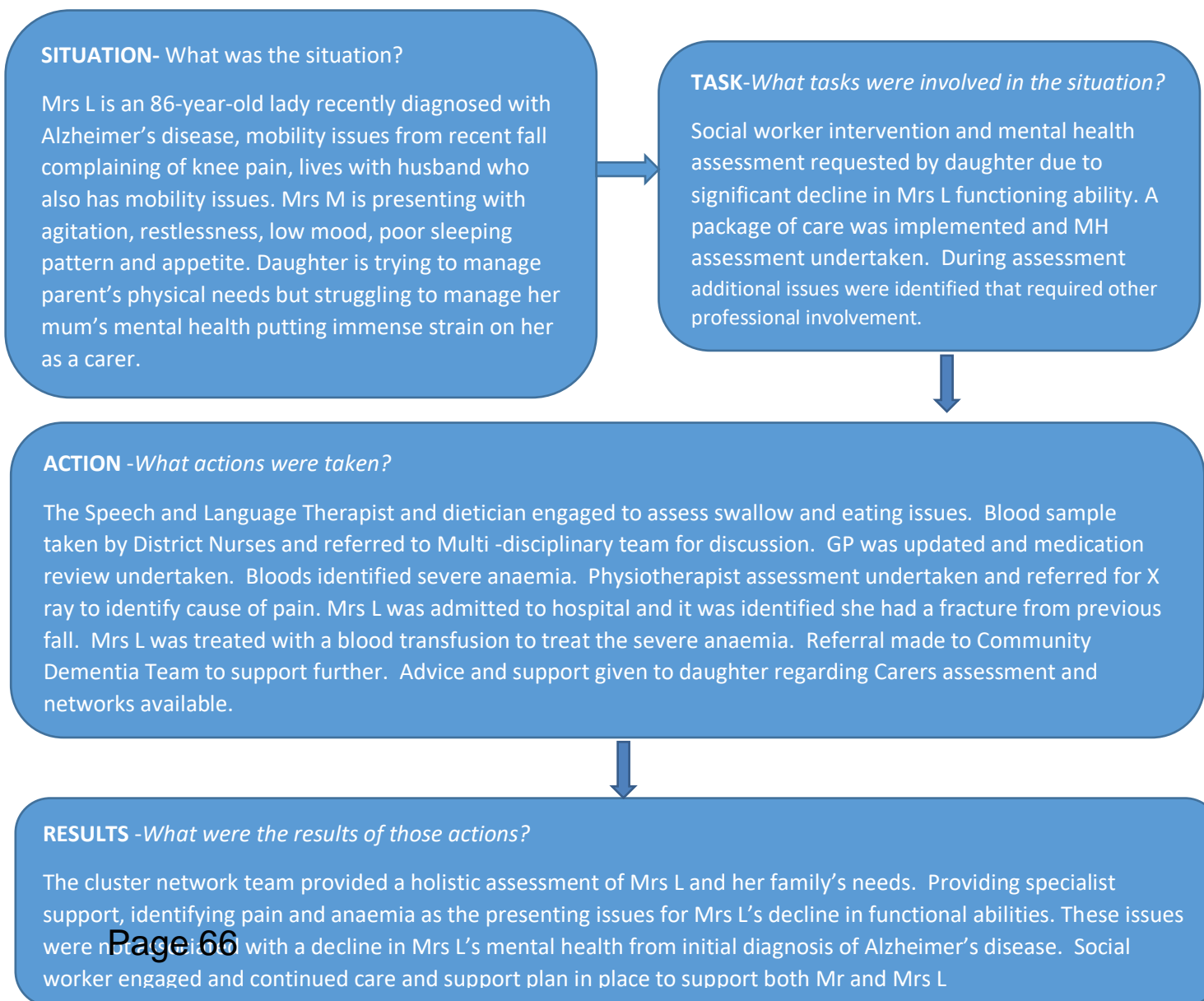
aims to support people to be independent and safe, while remaining in the community, through effective and timely interventions proportionate to need and risk.

Health and social care professional's work with GPs, community organisations', volunteers and others to co-ordinate care, provide support and where appropriate signpost to the right service. The aim is to have the right conversations, at the right time, with the right people to ensure individuals and their families get the tailored support they need to stay well in their home environment.

During September 2020, we added new therapy staff to the team to help meet the needs of People with complex needs in our growing population. This included Occupational therapists, Physiotherapists, Speech and language therapist, as well as community psychiatric nurses, dietician, pharmacy technicians and generic therapy. In addition to this, we also piloted a new triage approach for District Nurses within the team. A single point of access has ensured a prudent approach to the management of requests, which has freed up capacity ensuring the workforce, can concentrate on patient care in the community. The move to out of hours' service model has reduced delays in responding to direct and email referrals.

Along with improving outcomes for people in the community, the One Team around People approach also provides some cost savings through efficient use of resources and a reduction in medicine waste, for example, the newly recruited pharmacy technicians have provided the team with education sessions on medicine waste reduction.

Case Study: One Team around People in action



Super Agers

Bridgend has been leading a regional physical activity programme for older adults called “Super-Agers” which has been recognised as a Bevan Exemplar project for reducing pressures on health or care needs and connecting people to their communities. Super-Agers has been supporting people in their own homes during the “stay at home” restrictions with over 200 home support packs issued. Once restrictions began to ease, we started in person activities outdoors, with 132 participants taking part. Support was also provided to people in the field hospital recovering from COVID-19. Feedback has been very positive, with participants confirming they have maintained their physical activity levels and a positive impact on their mental well-being.

Libraries

Prior to the pandemic libraries in Bridgend had the highest opening hours in Wales. Efforts to improve the library offer and create welcoming useful spaces has seen membership grow from 346 per 1000 population in 2018/19 to 377 per 1000 population in 2019/20 (latest available data). Access to books, magazines, learning resources, ICT equipment, Wi-Fi, family events and social and cultural activities all combine to make libraries across the borough important community hubs. The pandemic meant the immediate closure of libraries and a significant shift to online and mobile service delivery. More people became aware of the broad range of digital resources on offer, which saw the number of users of e-books, e-audiobooks and e-magazines increase by over 30% across the county borough. There were 89,413 of these digital items issued during 2020-21. To support carers, the vulnerable and the isolated the Awen mobile service Books on Wheels supported 3,036 visits and issued 15,226 resources. As restrictions eased, libraries operated within COVID-19 secure guidelines and moved through different levels of service, commencing with the ‘book and collect’ service to enable readers to place an order and arrange a time for collection, through to browsing and on to the booking of ICT access and study spaces.

Well-being Objective 3

Smarter use of resources

Why we choose this objective?

Over the period 2018-19 to 2022-23, the Council is expected to make recurrent budget reductions of some £20.5 million. For 2020-21, our target budget reduction was £2.413 million and as in previous years, we continue to be committed to finding at least 50% of these reductions for the year by making smarter use of resources, and minimising any reductions in services. As austerity continues, it becomes harder each year to make further budget reductions, but this year we continued to seek ways of working to save us money, primarily by making smarter use of our resources, including our people and our buildings, and making the most of the assets, we retain.

What do we want to achieve?

Our aims

1. To ensure that the Council is financially sustainable over the longer term.
2. To improve the efficiency of, and access to, services by redesigning our systems and processes.
3. To work collaboratively to make the most of natural and physical assets.
4. To develop the culture and skills required to meet the needs of a changing organisation.

Our priority areas to support this well-being objective

- **Transforming the Council's estate** - Ensure the Council's estate is appropriately developed and utilised to improve service delivery, reduce running costs, minimise our impact on the environment and provide the best possible setting to meet the needs of all users including citizens.
- **Areas of corporate change** - We will adapt our ways of working to ensure the effective delivery of our well-being objectives. Embracing innovation and technology, developing the skills and approaches of staff and adopting alternative ways of working will ensure the Council is equipped to respond to future challenges.
- **Environmental sustainability** - Programmes of work that protect and safeguard the environment for future generations by lowering the Council's carbon footprint, enhancing reduction, re-use and recycling of materials and promoting environmental awareness and responsibility with our communities.

How did we do?

Performance Measures

Set out below is our performance for the year 2020-21 on the measures of success we set ourselves for this well-being objective.

Priority Area: Transforming the Council's estate

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020-21 & RAG	Trend
Percentage surplus capacity in primary schools. (Lower)	9.36%	10%	Red 11.9%	↓
Surplus places have increased due to a slight decline in the primary population and schools changing use of existing accommodation for teaching purposes.				
Percentage surplus capacity in secondary schools. (Lower)	20.65%	18%	Red 20.05%	↑
The reduction in surplus places is as a result of a slight increase in the secondary pupil population.				
Realisation of capital receipts targets. (Higher)	£794k	£600k	Green £3.09 million	Not applicable
Percentage of BCBC operational buildings achieve full statutory compliance. (Higher)	54.6%	100%	Red 62.7%	↑
Compliance continues to improve with the Big 5 reaching 77% at year-end. COVID-19 impacted upon compliance checks and services being undertaken, resulting in additional checks which had a negative impact on year end results. Notable improvements currently being made in relation to Gas and Water servicing that should push overall compliance closer to target in 2021-22.				

Priority Area: Areas of corporate change

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020-21 & RAG	Trend
Percentage of staff participating in the staff survey. (Higher)	38.38%	44.5%	Postponed	Not applicable
Percentage of managers attending the Managers Induction programme who rated it excellent or good. (Higher)	New 2020-21	80%	Green 100%	New for 2020-21
Percentage budget reductions achieved (Overall BCBC budget). (Higher)	89.4%	100%	Red 85.8%	Not applicable
There is a shortfall on the savings target of £342,000 (14.2%). The most significant budget reduction proposals not achieved in full include the phased implementation of Learner Transport Policy (£75,000). Council has approved a one off budget pressure for 2021-22 whilst a review is undertaken. Further savings from leisure centres and swimming pools (£70,000). This is likely to be an ongoing pressure in 2021-22 as the leisure service budget continues to see the impact of COVID-19. Therefore underspends will be held across the service area to mitigate any shortfalls in the short term. Increase income from generation from mobile response and telecare charging (£75,000), service area will continue to identify efficiencies to meet the shortfall in 2021-22.				

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020-21 & RAG	Trend
Percentage of indoor learning space in primary schools benefitting from high speed Wi-Fi connectivity for 30+ simultaneous devices. (Higher)	New 2020-21	80%	Red 57%	New for 2020-21
The COVID-19 pandemic has prevented the contractor from attending schools to complete the installations. The project end date will now be later than expected.				
Percentage of indoor learning space in secondary schools benefitting from high speed Wi-Fi connectivity for 30+ simultaneous devices. (Higher)	New 2020-21	80%	Red 55%	New for 2020-21
The COVID-19 pandemic has prevented the contractor from attending schools to complete the installations. The project end date will now be later than expected.				
Percentage of staff working from home.	New 2020-21	Establish baseline	41.5%	New for 2020-21
Number of apprentices, excluding teachers, on formal recognised apprenticeship schemes within the authority during the year per 1,000 employees (Higher)	7.75 (N=35)	7.75 (N=35)	Amber 7.49 (N=34)	↓

Priority Area: Environmental sustainability

Measure and preferred outcome (higher or lower)	Actual 2019-20	Target 2020-21	Actual 2020- 21 & RAG	Trend
Annual gas consumption across the local authority – kWh (Lower)	New 2020-21	Establish baseline	22,409,433 kWh	New 2020-21
Annual electricity consumption across the local authority – kWh (Lower)	New 2020-21	Establish baseline	8,166,632 kWh	New 2020-21
Annual CO2 emissions related to gas consumption across the local authority – kWh (Lower)	New 2020-21	Establish baseline	4,120 kWh	New 2020-21
Annual CO2 emissions related to electricity consumption across the local authority – kWh (Lower)	New 2020-21	Establish baseline	1,903 kWh	New 2020-21
Kilograms of residual waste generated per person. (Lower)	123.83kg	No target	131.45 Kg	↓
Percentage of waste reused, recycled or composted (Higher)	67.66%	No target	69.15%	↑
Percentage of waste (Higher) a) reuse	New 2020-21	No target	a) 0.77%	New 2020-21
b) recycled	New 2020-21	No target	b) 48.43%	New 2020-21
c) composted	New 2020-21	No target	c) 19.94%	New 2020-21
Percentage of street cleansing waste prepared for recycling. (Higher)	New 2020-21	20%	Postponed	New 2020-21
Undertake schemes to increase the county borough's tree cover (Higher)	New 2020-21	1.5 schemes	Green 2	Not applicable
Deliver community biodiversity schemes (Higher)	New 2020-21	1.5 schemes	Green 2	New 2020-21
Undertake Local Nature Reserve Enhancement projects (Higher)	New 2020-21	2 projects	Green 2	New 2020-21

Steps taken to achieve the well-being objective

We made 11 commitments to support the delivery of this well-being objective, focusing on three priority areas

- 1) Transforming the Council's estate
- 2) Areas of corporate change;
- 3) Environmental sustainability

Overall, 5 commitments are assessed **green**, as performance shows we achieved all that we had planned. The remaining 6 commitments were **amber**, as the performance shows not all planned actions were completed.

1) Commitments to transform the Council's estate	RAG
Fewer better buildings by: <ul style="list-style-type: none"> • Disposing of or releasing surplus land and buildings to generate capital receipts and reduce our financial liabilities and improve those buildings, which are retained. • Using digital transformation of services during COVID-19 to identify service re-modelling to reduce demand on office accommodation across the Councils estate. 	Green
Provide sufficient school places in the right areas by delivering 21st Century Schools' under the Council's schools' modernisation programme	Amber
2) Commitments to deliver corporate change	RAG
Work with the regional delivery group to identify and agree regional procurement frameworks fit for purpose to deliver economies of scale on common and repetitive spend.	Green
Provide support to facilitate organisational and cultural change, including workforce engagement and the development of new and existing employees to ensure skills and capacity to meet current and future challenges, in particular through investment in a new corporate apprenticeship programme.	Amber
Implement the planned budget reductions identified in the Medium Term Financial Strategy, in particular for the 2020-21 financial year, set annual balanced budgets and establish long-term financially sustainable solutions.	Amber
Embrace and invest in innovation and technology including improvements in connectivity and new and replacement classroom-based, end-user devices in our schools.	Amber
Identify opportunities for new ways of working and for service delivery	Amber
3) Commitments to environmental sustainability	RAG
Invest £1.3 million to install energy and cost saving technologies to reduce our energy consumption and CO2 emissions	Green
Implement a sustainable local area energy plan with a programme of work throughout the county borough to improve the carbon footprint for all residents, including schemes such as the: <ul style="list-style-type: none"> • Caerau Minewater Heat Scheme, • Bridgend Heat Network 	Green
Continue to exceed the national recycling targets and increase opportunities for reuse of materials by : <ul style="list-style-type: none"> • building a new community recycling centre with a reuse centre, • recycling street scene waste, • raising public awareness of how to reduce, reuse and recycle by using public campaigns and publicity 	Amber

1) Commitments to transform the Council's estate	RAG
Maintain and enhance the natural resources and biodiversity of Bridgend County Borough.	Green

Priority Area: Transforming the Council's estate

Ensure the Council's estate is appropriately developed and utilised to improve service delivery, reduce running costs, minimise our impact on the environment and provide the best possible setting to meet the needs of all users including citizens.

Fewer better buildings

A key part of the Council's "Bridgend 2030" Decarbonisation Strategy is to reach a net zero carbon position within the next 9 years. The Council's estate and energy consumption is an important part of this so ensuring our buildings and schools, are as efficient as possible will be a key driver here.

We therefore continued to dispose of those assets that will bring us to our goal of having fewer, but better buildings. A number of properties were disposed during the financial year 2020-21, including sites for redevelopment and transfer to other users. This resulted in a number of high value capital receipts totalling almost £3.1m being generated, enabling focussed works on buildings retained for future service operations. Reduction in financial liabilities was also achieved through the successful return of Sunnyside House to the Landlord. Following digital transformation as part of the COVID-19 response, a project board was set up during the summer of 2020 to investigate further opportunities to redesign service delivery and needs. This is expected to lead to further reductions and changes in accommodation needs going forward.

Corporate Landlord targeted savings, became difficult to realise with social distancing affecting work activities and staff re-deployment onto COVID-19 response plans both negatively effecting productivity. COVID-19 impacted upon a number of compliance checks and services being undertaken and created additional compliance servicing tasks that had a negative effect on the compliance percentages reported, being 62.7% against a target of 100%, this was however an improvement on 2019-20 where compliance was reported at 54.6%. Improvements are being made in relation to Gas and Water servicing that should push overall compliance closer to target for the coming year.

School modernisation programme

Our flagship school modernisation programme continued to work towards delivering new educational facilities for Bridgend County Borough, which are designed to support 21st century teaching and learning. With more than £49.5 million of capital funding plus revenue funding to support the Mutual Investment Model schemes (MIM), set to be committed towards the next phase of the school modernisation programme, it remains our largest investment. We plan to build four efficient and sustainable primary schools and one special school over the next five years as part of Welsh Government's 21st Century Schools and Colleges Programme, ensuring there is a sufficient supply of pupil places across Bridgend County Borough.

In November 2019, the Mynydd Cynffig Primary School's infant site suffered a catastrophic failure of its heating system. The school building closed to pupils in March 2020 and alternative

teaching accommodation was provided. As a result of this, Cabinet reprioritised Band B bringing forward a replacement Mynydd Cynffig Primary School for delivery within Band B and delayed the delivery of a dual stream school for Bridgend South East (Parc Afon Ewenni) until Band C of the programme (subject to the development of that site being taken forward in the new Local Development Plan).

Options appraisal work for the replacement Mynydd Cynffig Primary School scheme has concluded and a feasibility study is being progressed which will continue into 2021-22. The proposal to discontinue Afon Y Felin and Corneli Primary Schools and establish a replacement new school (which would be located at Plas Morlais on the Marlas estate in Cornelly) was progressed, in addition to the proposed enlargement of Ysgol Y Ferch O'r Sgêr. The statutory process for both proposals commenced in January 2021 and the outcome to proceed with the proposal has since been agreed. The new English-medium primary will open in September 2023, and the replacement Ysgol Y Ferch O'r Sgêr in 2024, subject to planning approval. Both schools would be funded via MIM.

As part of the Bridgend North East proposals, a feasibility study was progressed for a replacement Ysgol Gymraeg Bro Ogwr. This work will continue into 2021-2022. The proposed replacement would increase the size of school to 2.5 form entry plus nursery, and would result in the school relocating to a new site within the area. In addition, work has continued on exploring options for creating a new English-medium school by utilising the existing Ysgol Gymraeg Bro Ogwr building. Options appraisal and feasibility work has continued in respect of the special school scheme and the outcome will be reported in 2021-22.

Work will continue into 2021-22 on the local authority's school catchment boundaries with the prioritisation of the identification of the new catchment area for the new English-medium school that will use the former Ysgol Gymraeg Bro Ogwr once the new replacement Welsh-medium school is open.

A process for the ongoing monitoring of the number of pupils on roll compared to the total capacity, for every school, is in place and is dynamically updated with support from schools, including up-to-date class structures. A prototype admissions dashboard was developed and published in autumn 2019 for monitoring the number of pupils on roll compared to the total capacity. However, further development has not been progressed during 2020-21 and has been impacted by the need to resource activities associated with the COVID-19 pandemic, coupled with a significant and sustained reduction in capacity. It has been necessary to focus any available capacity on statutory activity.

Despite COVID-19 restrictions being in place, the Council continued to work with contractors in order to maximise community benefits, ensuring that schemes delivered targeted recruitment and training, apprenticeships and where possible pupil engagement. The contractor for the East Hub scheme at Brynteg School, which was handed over to the Council in January, held virtual careers fairs and engagement sessions with Careers Wales.

Priority Area: Areas of corporate change

We will adapt our ways of working to ensure the effective delivery of our well-being objectives. Embracing innovation and technology, developing the skills and approaches of staff and adopting alternative ways of working will ensure the Council is equipped to respond to future challenges.

Procurement

We spend around £186 million annually through procurement on bought-in goods, services and works and influencing the ways in which this is done can make a key contribution to 'sustainability and resilience'.

We are working towards the circular economy principles to ensure sustainable procurement, which ultimately underpins the seven well-being goals under the Well-being of Future Generations (Wales) Act 2015 (WBFGA). We are a member of the South East Wales Delivery Group that focuses on regional collaborative working by the setting up of regional frameworks that we can utilise.

During 2020-21, we continued to engage with businesses within our communities, to support new and innovative ideas. We also considered how to integrate the five ways of working into our new socially responsible procurement strategy to ensure that the strategy enables procurement to maximise contribution to the well-being goals. There was a small delay in developing the new strategy, but this is now expected to be approved in the latter part of 2021.

The new strategy will support-

- The implementation of the Council's 2030 Decarbonisation Strategy and the circular economy
- Maximise opportunities for local businesses, particularly those who demonstrate fair work practices
- Support the foundational economy
- Maximise the delivery of social value / community benefits
- Act as a key driver to achieving our wellbeing ambitions and as a driver of organisational change
- Deliver value for money whilst considering the whole life cost.

The delivery plan, supporting the strategy includes working toward the adoption and implementation of the Welsh Government Fair Work Guidance including the Code of Practice: Ethical Employment in Supply Chains and including social public works clauses in major construction.

In March 2020, we were one of nine public sector bodies that participated in the 'Spotlight on Procurement' - Future Generations Commissioner for Wales' Section 20 Procurement Review. The Report 'Procuring well-being in Wales' was published on 25 February 2021, explaining key findings, highlighting good practice and outlining recommendations based on the Section 20 Review. Some areas of strength were identified, as well as further opportunities for development. A key strength at the Council is the long-term approach to working collaboratively with the commissioning team, considering the outcomes procurement can deliver. As a response to the Commissioner's findings, an action plan has been developed to implement the three main recommendations set out in the report.

Developing culture and skills

The Council experienced significant organisational and cultural change, as services refocussed and adapted to respond to the priorities faced because of the global pandemic.

This affected the whole organisation, albeit the extent of the change varied across service areas. Whilst some services were suspended and their employees deployed to critical front line services, there was a change in focus for others, where employees undertook alternative duties

or needed to adapt to new ways of working. The mobilisation of a large proportion of office-based workers to homeworking demonstrated the capacity to respond positively to change. With a vast amount of new regulations and guidance directly affecting the workforce, working in social partnership with trade union colleagues and regular staff communications and engagement were essential.

It is inevitable, however, that in a pandemic year with capacity and focus diverted, and workforce pressures across the Council, significant in some areas, that there was an impact on performance. At the start of the year all face-to-face training was postponed, as was the recruitment to our corporately funded apprenticeships; the delay in the staff survey until June 2021; and staff appraisals were not conducted as normally expected. Whilst sickness absence levels improved, there were other absences as a direct impact of COVID-19, which affected capacity. Therefore, operating in this environment meant a change in service delivery to meet the changing needs of the organisation, with many employees working at home in line with government guidance.

ICT equipment enabled the rapid move to homeworking and through the risk assessment arrangements equipment was enhanced where needed to enable staff to work safely at home. A need for a greater focus on employee wellbeing meant increasing the resources available for employees via the Council's Employee Assistance Programme (EAP), online resources to support physical and mental well-being; the introduction of remote training programmes; as well as employee risk assessment encouraged.

Widely promoted on a weekly basis, the enhanced EAP's services included daily webinars on well-being matters especially linked to the pandemic and other wellbeing tools to include a new wellbeing assessment and improved functions to allow employees to connect with others. In addition, many other on-line, e-learning and audio resources were promoted, including mindfulness and stress control and wellness action plans.

Training workshops were converted to accommodate remote access; new workshops were introduced with a view to improving mental wellbeing, and in some cases especially to deal with the challenges presented by the pandemic and homeworking. Working with trade union colleagues, secured funding for this priority training via the Wales Union Learning Funding (WULF). Examples include:

- Confidence in the Workplace – 38 attendees
- Resilience – 45 attendees
- Loss and Bereavement – 18 attendees
- Communication in the online workplace – 50 attendees
- Managing Remotely – 58 attendees

Recruiting managers were supported to enable remote recruitment activity become the norm. Support mechanisms were in place to progress apprenticeship recruitment and ensure that new starters were able to access sufficient support arrangements. Of the 34 apprentices employed throughout the year, this included 13 new starters. Of the 34 apprentices employed throughout the year, this included 13 new starters and 9 apprentices gained permanent employment with the Council. This corporate investment has been further enhanced by the introduction of graduate roles, which were agreed as part of the Council's commitment to developing skills and capacity.

Budget reductions and our medium-term financial strategy (MTFS)

When developing our MTFS, we consider a number of different funding scenarios and aim to balance investment in preventative measures against the costs of reacting to unanticipated situations in statutory services. We aim to ensure the majority of savings are generated from smarter use of resources, with front line service reductions kept to a minimum. Each budget reduction proposal is weighted in terms of the impact on other areas of the Council, on the public and on our well-being duty as set out in the Well-being of Future Generations (Wales) Act 2015. Where a budget cut in one area of non-statutory prevention would lead to increased costs in another, this is not considered to be good financial management. Similarly, budget reductions are preferably achieved through remodelling of existing service provision and through making services self-sufficient rather than removing them in their entirety, to make them more sustainable going forward.

Alongside this is a capital strategy aligned to a 10-year capital programme, and a treasury management strategy, both of which demonstrate how the Council ensures that all of its capital and investment plans and borrowing are prudent and sustainable. The capital strategy is approved by Council and monitored on a quarterly basis through reports to Cabinet and Council. The capital programme is updated in line with the strategy and approved by Council quarterly.

Of the £2.413 million budget reductions required for 2020-21, we achieved £2.071 million. £1.799 million (86%) of achieved savings were through smarter use of resources, avoiding cutting the quality or level of services.

These included:

- An increase in non-residential charging limits in line with WG policy which resulted in £200,000 of savings,
- A further review of care packages resulted in savings of £150,000,
- Rationalisation of software budgets and removal of vacancies in ICT, saving £200,000,
- Council wide staff restructures, leading to savings in excess of £419,000,
- Savings as a result of ongoing implementation of the Corporate Landlord model £325,000

The most significant budget reduction proposals not achieved in full were in respect of the phased implementation of the learner transport policy (£75,000), additional proposed savings from leisure centres and swimming pools (£70,000), and we did not achieve the increase in income generation from mobile response and telecare charging (£75,000). The Council consults widely with citizens on all budget proposals as an integral part of its MTFS and strives annually to increase participation and involvement.

Digital Transformation

The Digital Transformation programme has a citizen centred focus. We listened to the initial feedback from the 2015 budget consultation that 87% of our citizens wanted more Council services online. In the 2019 budget consultation 70% of respondents stated they would support a move to digitalise services.

In March 2020, our digital platform provider notified us that they would be ceasing to support the platform in March 2021. The Council procured a new platform in the midst of the COVID-19 pandemic to maintain our online services, where 42,169 residents had already created an account with an average 1,000 online transactions being completed each week. This was

exceptionally challenging, as there was ongoing increased demand to also support residents during the pandemic.

During the past year and as a direct result of the COVID-19 pandemic, many services had to review the way they worked, which included developing online presence by creating dedicated webpages, online forms and a social media presence. We continued to develop our chatbot, Oggie to include additional services such as Youth Services, in an attempt for people to find answers to their questions easier and signpost customers to the right place. We also spent time during the year to develop the Council's corporate website to meet new accessibility legislation ensuring our online documents are accessible.

In June 2020, as part of the new digital platform, we launched a new digital communication platform to send weekly bulletins to residents, in the language of their choice, to keep them up to date with progress around various issues surrounding the pandemic. We have over 36,800 subscribers to the English bulletin and 231 subscribers to the Welsh bulletin. Since launching this new communication platform, we have sent out 219 bulletins with an average engagement rate of 73.5%.

A new Digital Transformation Programme Board was also established to focus on delivering the key corporate digital priorities going forward. These include projects such as automation, single point of contact, staff engagement and assistive technology.

A recent Citizen Panel survey was undertaken around digitalisation and customer services to understand the impact the pandemic had on residents. The survey results showed that during the pandemic, 55% of respondents accessed services online, with 87% of them saying that they will continue to access services this way.

At the start of the COVID-19 lockdown, it was evident that digital has enabled citizens to continue accessing our services as we have seen a transition to the digital channel. The intention is to learn from this period, assessing the possibilities and opportunities by further promoting digital services and introducing more innovative ways of working and serving our communities.

Welsh Government provided £50 million to expand the Welsh Government Hwb programme to improve the use of digital technology for teaching and learning in schools. Bridgend CBC Hwb grant allocation for 2019/20 was £3,367,600 and 2020/21 was £1,475,070. The funding has been used to equip schools with the new EdTech equipment, ensuring all schools are able to work towards the Education Digital Standards. The investment is laying the foundations for a sustainable digital education infrastructure. Additionally, the programme means less bureaucracy for schools, freeing up time for teachers and head teachers, and will give learners access to an enhanced and more consistent learning experience. Bridgend CBC are serving as the strategic delivery partner for the programme, using the funding appropriately ensuring all schools are upgraded to the national standard.

Priority Area: Environmental sustainability

Programmes of work that protect and safeguard the environment for future generations by lowering the Council's carbon footprint, enhancing reduction, re-use and recycling of materials and promoting environmental awareness and responsibility with our communities.

Sustainable energy

In line with the ambitious Welsh public sector commitment to reach net zero emissions by 2030, we are aiming to make Bridgend a decarbonised, digitally connected, smart county borough with a series of projects, which form the 'Bridgend 2030' decarbonisation strategy. Over the past four years, we have been progressing our Smart Energy Plan, developing three major projects namely the Bridgend District Heat Network (DHN), the Caerau Heat Project and the Re-FIT Project, to drive forward and capture the economic and social benefits of decarbonisation.

The Bridgend DHN will deliver heat by taking excess heat from a combined heat and power plant and thermal storage facility based at Bridgend Life Centre. It been designed to enable future expansion to additional properties in the local area, including businesses and residential homes. The first phase would serve the Bowls Hall, Civic Centre offices and the Bridgend Life Centre. The project made significant progress in the early part of 2021. The £1.2m capital grant provided from the UK government was drawn down in March 2021. This included the creation of a new financial model, preparation of a planning application for the thermal store, development of an environmental permit for the energy centre. Three companies have been shortlisted to submit tenders for the project. The project will progress to the procurement of a design, build, operate and maintain contractor and should this be successful then the construction of the heat network could commence in 2022.

Key objectives for the scheme are to continue to provide reduced energy costs for customers, provide carbon emissions savings compared to alternative strategies and, over time, further decarbonise heat supplies.

The Caerau Heat Scheme was established as a highly innovative demonstrator project and proposed to extract heat from water contained within flooded former coal mine workings, to provide heat for properties within Caerau, via a network of pipes and through ground source heat pumps. As a result of work undertaken during 2020 showing that water in the existing borehole was unlikely to be minewater and that the costs to undertake further exploratory work where prohibitive, alternative technologies were explored. The project has now been redefined, to include a blend of energy projects, from Minewater, ground source heat to a private wire from a local Wind Farm. This change in development direction has had approval from the funder, Wales European Funding Office, (WEFO) so detailed designs will now be progressed during 2021 to take the project to its next stage.

The Re-Fit Project, forms part of £1.3m spend on energy efficient measures within the corporate estate, the majority of which are in education use. This includes new heating & ventilation systems, insulation and PV panels. The aim is to support schools to reduce energy costs and emissions, as well as optimise the energy performance of the Council's buildings.

While the COVID-19 pandemic caused some delays to the plans, our contractor began the process of carrying out building surveys to identify energy saving measures. As well as consuming less energy, which will lead to a significant reduction in annual energy and maintenance costs, these upgrades will result in a more comfortable learning and working environment for pupils and staff. The buildings chosen are among those where energy-efficiency changes can make the most difference. The first phase of the scheme is due to take around seven months to complete and is due to commence in the latter part of 2021. The second phase will then look to include more buildings. The first schools to undergo the energy saving measures include Pyle Primary School, Llangynwyd Primary School, Porthcawl Primary School and Brackla Primary School.

To meet the carbon-neutral/ net-zero carbon objective by 2030, the progress of and projects within the Smart Energy Plan will need to be expanded and accelerated. These projects are a key contributor to the Welsh Government’s decarbonisation strategy (published March 2019) “Prosperity for All: A Low Carbon Wales”.

Recycling

The impact of COVID-19 was felt in many of our key services including our recycling services. We were forced to stop our garden waste service at the end of March after the contractor who converted the garden waste into high-quality compost ceased to trade because of the impact of COVID-19 on its business. A new alternative contractor was sourced and the service was initially restricted to those households who had already enrolled to the scheme with no charges levied in acknowledgement of the inconvenience. The scheme was later re-opened for new registrations.

From the end of March 2020 to the end of July 2020, there was a 17 percent increase in recycling collected from the home when compared to the same period last year. This includes over 700 extra tonnes of glass, 450 tonnes of food, 284 extra tonnes of cardboard and nearly 200 tonnes of plastic and cans.

Recycling centres also closed and then re-opened as soon as WG allowed us to do so. The closure of these sites certainly had an impact with lockdown contributing to hundreds of tonnes more waste and recycling being put out on our doorsteps. Despite the impact of the pandemic, we surpassed the 64% current Welsh government targets in recycling performance at 69.15% for the year 2020-21. This was also an improvement on what we achieved in 2019-20 at 67.66%. Wales may be a small country, but when it comes to recycling, we punch way above our weight. We are already the third

best recyclers in the world, and now Bridgend County Borough Council is backing the Wales-wide movement to make us first.

Fresh investment of £238,000 from Welsh Government was spent on collection vehicles, containers and depot facilities to safeguard the collection of nappies and other absorbent hygiene products (AHP). This investment has enabled the service to be more efficient and continue to divert AHP away from landfill. All recyclable elements are removed and refashioned to create new products such as fibreboards, acoustic panelling and more. The tender process for recycling of street litter was delayed, but was awarded in early 2021 and will be operational from 1st August.

Work began in September 2020 on building a new modern community recycling centre on the Village Farm Industrial Estate in Pyle, the west of Bridgend County Borough. Contract implementation was delayed in 2020, but the new centre was completed in June 2021. As part of the plans, a re-use shop similar to the one at the Maesteg community centre is being established; where household items that are in good condition can be sold on. The centre, which is expected to open in October 2021, will have more vehicle capacity and bypass lanes to allow easier access for residents using the facility. A split-level system will be in place in the yard with ramps up to the higher-sided skips and a canopy to protect from the elements. As part of this scheme, development works are also taking place to improve the estate’s junction with the A48.

Deputy Leader Hywel Williams

“This new community recycling centre will enable thousands of households to recycle even more of their waste. The modern facility will have better access and feature more bays than the site in Tythegston”



Seven-year-old Mazie-May with her winning poster design earlier this year.

Bridgend County Borough Council joined forces with Keep Wales Tidy to support Caru Cymru (Love Wales), as part of our ‘Love it, don’t trash it!’ as part of the biggest ever initiative to eradicate litter and waste. This campaign first began in Porthcawl in 2019 and has since then been expanded. The project involves community Councils and schools in Porthcawl, Cornelly, Pyle, Kenfig Hill, Cefn Cribwr and Brackla, encouraging residents to care for the environment by making good habits second nature from taking litter home and cleaning up after dogs, to recycling ‘on the go’, reusing and repairing. New signs designed by a

primary school pupil as part of the ‘Love it, Don’t Trash it!’ campaign urging people to not drop litter and highlighting the consequences of it have been placed onto bins and lamp-posts throughout Cornelly, Pyle, Kenfig Hill and Cefn Cribwr. As part of the project, children took part in a survey around nearby streets and parks, recording all the different types of litter they found, and doing their own litter pick. Meanwhile around 250 children took part in one of SeaQuest’s beach days. They then used their experiences as inspiration to create posters urging people to not drop litter and highlighting the consequences of it.

We will soon launch a digital version for schools in the Ogmere Valley and will continue to work with Keep Wales Tidy to set up new litter hubs when COVID-19 restrictions allow so volunteers can have access to equipment for litter picks. We are also planning to introduce more dog waste bag stations for pet owners if they have forgotten them on a walk and colourful bins to discourage people from dropping gum on the floor.

Tree planting

Following the declaration of a climate emergency by Welsh Government in April 2019 and the commitment to achieving a carbon neutral public sector by 2030, we started to develop a climate emergency response programme, which will work to mitigate the impacts of climate change. The Council recognise that increasing the coverage of native tree species will help safeguard biodiversity and add to environmental resilience. In addition, tree planting has the added benefits of ecological enhancement, community cohesion and well-being benefits.

Effective tree planting follows the best advice and science in order to ensure 'right tree right place'. To this end, the Council commissioned Environment Systems to develop a protocol based on identifying the sites with the best ecosystem services, e.g. flood attenuation, biodiversity gain and carbon capture that could be applied to Council owned assets. The protocol identified five sites with the potential to accommodate circa 15,000 trees. The strategy to take this forward is currently being developed.

Case study: Brynteg Comprehensive School

A great example of increasing tree cover and providing community benefits is Brynteg Comprehensive School. The school is seeking to maximise their green spaces to enhance outdoor learning, improve the ecology, and to develop the school as a community hub. The natural resources team in the Council provided support and technical input. The scheme involved a number of elements including an overall masterplan to ensure the project was a success. A local landscape architect was approached to prepare a master plan. The team also involved the woodland charity Llais y Goedwig to work with the school to identify tree planting areas that staff and the pupils could have access to. We planted a thousand trees. Bridgend Town Council and Bridgend County Borough Council jointly funded the project.



Local Nature Reserve Enhancement projects

There are currently five Local National Reserves (LNRs) across Bridgend County Borough

- Craig y Parcau LNR
- Frog Pond Wood LNR
- Kenfig Dunes LNR
- Locks Common LNR
- Tremains Wood LNR

These sites comprise a number of important wildlife and landscape features of regional importance, which has resulted in their LNR status. Thousands of visitors attend these sites every year, making their accessibility, health, and safety paramount concerns. LNRs also offer opportunities for increased partnership working and volunteer involvement in their management.

Due to lockdown restrictions, it has not been feasible to undertake the usual improvement activities; however, the focus has been to extend the Frog Pond Wood LNR and to declare Bedford Park a LNR. Both proposals will provide additional opportunities for management works involving the local community.

We commissioned the Wildlife Trusts of South and West Wales to prepare a management plan in support of the declaration of Bedford Park as a LNR. The extension of Frog Pond Wood LNR to include Village Farm Meadow has been included in the Magnificent Meadows project. Both sites were approved for LNR designation in April 2021.

Community biodiversity schemes

During the COVID-19 lockdown, we worked with the Bridgend Public Service Board to determine how residents utilised green spaces and if they used and valued these spaces more as a result of limited outdoor activity. We designed a survey and promoted it via the Council's media and social media platforms. The volunteer network group, comprising of the Wildlife Trust, Bryngarw Country Park among others, also helped to raise awareness of the survey through their social media channels. There were 586 respondents and findings were:



Are Open and Green Spaces Being Used Differently During Lockdown?

The **586** respondents to the Bridgend Open and Green Spaces survey told us that:

97% appreciated green space more following lock down, many had found new places to enjoy



81% were more aware of wildlife seeing birds and insects out and about and in the garden



93% felt that using local green spaces helped their personal and family health and mental health



56% used green space to take up new exercise regimes.



95% will use green space more in future.



476 Respondents said they wanted to use green spaces more for walking, **252** for cycling and **144** for running. **363** wanted to visit more nature reserves.



244 people said they wanted to volunteer for conservation activity such as litter picking and tree planting.



63 respondents said that green space was important to their business



Next steps

These survey results will help Bridgend Public Services Board to:

- Engage with more volunteers
- Improve green spaces
- Encourage more people to use open and green spaces to improve their health



Consultations and engaging through social media

Throughout the year, we carried out a range of consultations to help inform our decision making. We have a dedicated webpage providing the details on our consultation activities <https://www.bridgend.gov.uk/my-Council/equalities-and-engagement/consultations/>.

Progress continued in making available easy read versions of consultations for example 'Fit for the Future' budget and Bridgend Town Centre Masterplan consultations. We also created young person versions to encourage young people to get involved.

During the 'Fit for the Future' budget consultation; we used promotional materials such as posters, radio advertising, videos and online FAQs to raise awareness of the consultation and to encourage as many people to engage. We posted bilingual budget information to the Council's corporate Facebook, Twitter, Instagram and LinkedIn channels throughout the consultation period to raise awareness of the consultation and to encourage citizens to share their views on the proposals.

We developed an explainer video to emphasise the importance of being involved along with four videos featuring the Leader, Deputy Leader, Chief Executive and Youth Mayor. We engaged with Town and Community Councils as well as Bridgend Youth Council, elected Members and Bridgend Community Cohesion and Equality Forum.

During the consultation period, the 'Fit for the Future' social media content reached 512,768 people with 79 comments, 141 shares, 165 reactions, 122 poll votes, 5,257 video views and 2,248 link clicks through to the budget consultation page on the local authority website.

Social media

Due to the impact of COVID-19, we relied heavily on social media and online channels to engage with the public. Bridgend County Borough Council's social media channels content output tripled throughout 2020 and the number of followers has increased across our platforms.

Number of followers	
Twitter (English)	13,790
Twitter (Welsh)	290
Facebook (English)	16,869
Facebook (Welsh)	183
Instagram (bilingual)	2,870
LinkedIn (bilingual)	4,816

The pandemic had a significant impact on social media interactions. As the country went into lockdown and communication shifted online there was a 53% increase in social media traffic across the Councils various online platforms.

Financial quarter	2019 - 2020	2020- 2021
Q1	18,038	56,241
Q2	18,619	23,683
Q3	16,186	25,637
Q4	29,579	20,470
Total	82,422	126,031

Digital communications

In June 2020, the Council implemented a new digital communications platform called govDelivery- an email marketing system that sends messages directly to residents' email inboxes in the language of their choice. There are currently 36,987 English subscribers and 228 Welsh subscribers who receive weekly COVID-19 update emails.

Since the launch, we have issued 112 weekly bulletins providing timely information, advice and guidance on the COVID-19 pandemic and Council services. We also sent standalone bulletins for community testing and local lockdown information. There have been 130,529 links clicked within the bulletins- the table below gives a breakdown of the govDelivery activity since its launch in June.

Language	Subscribers	Number of bulletins	Average total email opens	Total bulletin link clicks	Average clicks per bulletin
English	36,987	56	30,199	129,883	2,319
Welsh	228	56	140	643	12

Website

At the start of the pandemic, we created a dedicated COVID-19 information hub on the homepage of the Council's website <https://www.bridgend.gov.uk/my-Council/performance-plans-and-reports/coronavirus-COVID-19-latest-information-and-advice/> providing easy access to information, advice and guidance for residents and business.

This includes:

- Latest news
- Contact tracing scheme
- COVID-19 business support
- Children, young people and COVID-19
- Help your community in the pandemic
- Support for people in the pandemic
- COVID-19 testing facilities
- Ordering home tests

We supported partners such as Cwm Taf Morgannwg Health Board, South Wales Police, town and community Councils to disseminate information, by using our communication channels to share information they produced. We also developed our chatbot 'Oggie' and launched Facebook messenger to incorporate key blocks to also assist with routing residents to the relevant information quickly and easily.

We created a bespoke webpage 'Support for people in the pandemic' which included making people aware that support is available in a variety of different languages with links to multilingual Welsh Government resources. <https://www.bridgend.gov.uk/my-Council/performance-plans-and-reports/coronavirus-COVID-19-latest-information-and-advice/support-for-people-in-the-pandemic/>

To reach and engage with residents without access to digital platforms, we distributed leaflets to all households in the borough highlighting support available from the Council during the pandemic. We worked closely with umbrella organisations, e.g. the Bridgend Community Cohesion and Equality Forum and the Bridgend Association of Voluntary Organisations, to distribute information to specific groups.

Communication during COVID-19

1,095 media releases	3 editions of staff newsletter Bridgend
90 daily COVID-19 updates	502 internal staff messages- including 52 emails on resources for staff well-being
73 bi-weekly news updates	Video communications for VE Day, Unsung Heroes campaign, Keep Wales Safe campaign
39 Seaside News columns	

The Welsh Local Government Association has acknowledged the communication effort by the Council during the pandemic as an example of best practice. <http://www.wlga.wales/communicating-with-bridgend-residents-during-COVID-19-bridgend-cbc>

Financial Performance

Our financial environment is becoming increasingly challenging. We need to make unprecedented savings in the future that can only be achieved by changing the way we work and changing the way services are delivered. Last year the gross amount we spent on delivering services to our citizens and investing in our landscape and infrastructure totalled around **£470.91 million**. The total amount that we had available to spend was made up from three main sources listed below.

Revenue Expenditure

Our revenue expenditure represents day-to-day costs such as salaries, equipment, supplies and services. Our **net** revenue expenditure in 2020-21 after allowing for accrued Council tax income and appropriation to earmarked reserves was **£286.453 million**. The table below shows the expenditure and proportion of spend per well-being objective in 2020-21 and spend on other core services and statutory functions:

Well-being objective for 2020-21	Revised Budget 2020-21 (£'Million)	Actual Outturn 2020-21 (£'Million)	Actual Over/(Under Spend) 2020-21 (£'Million)
1. Supporting a successful economy	54.345	53.674	(0.672)
2. Helping people to be more self-reliant	56.879	55.195	(1.683)
3. Smarter use of resources	4.781	4.576	(0.205)
4. Core services and statutory functions	170.881	173.008	2.128
TOTAL	286.885	286.453	-0.432

Capital Expenditure

This represents our spending on schools and infrastructure such as roads, bridges and buildings. These assets will benefit the community over long periods of time and the expenditure is largely financed by borrowing and capital grants. Our capital expenditure in 2020-21 was **£23.461 million**, where the main projects carried out during the year included:

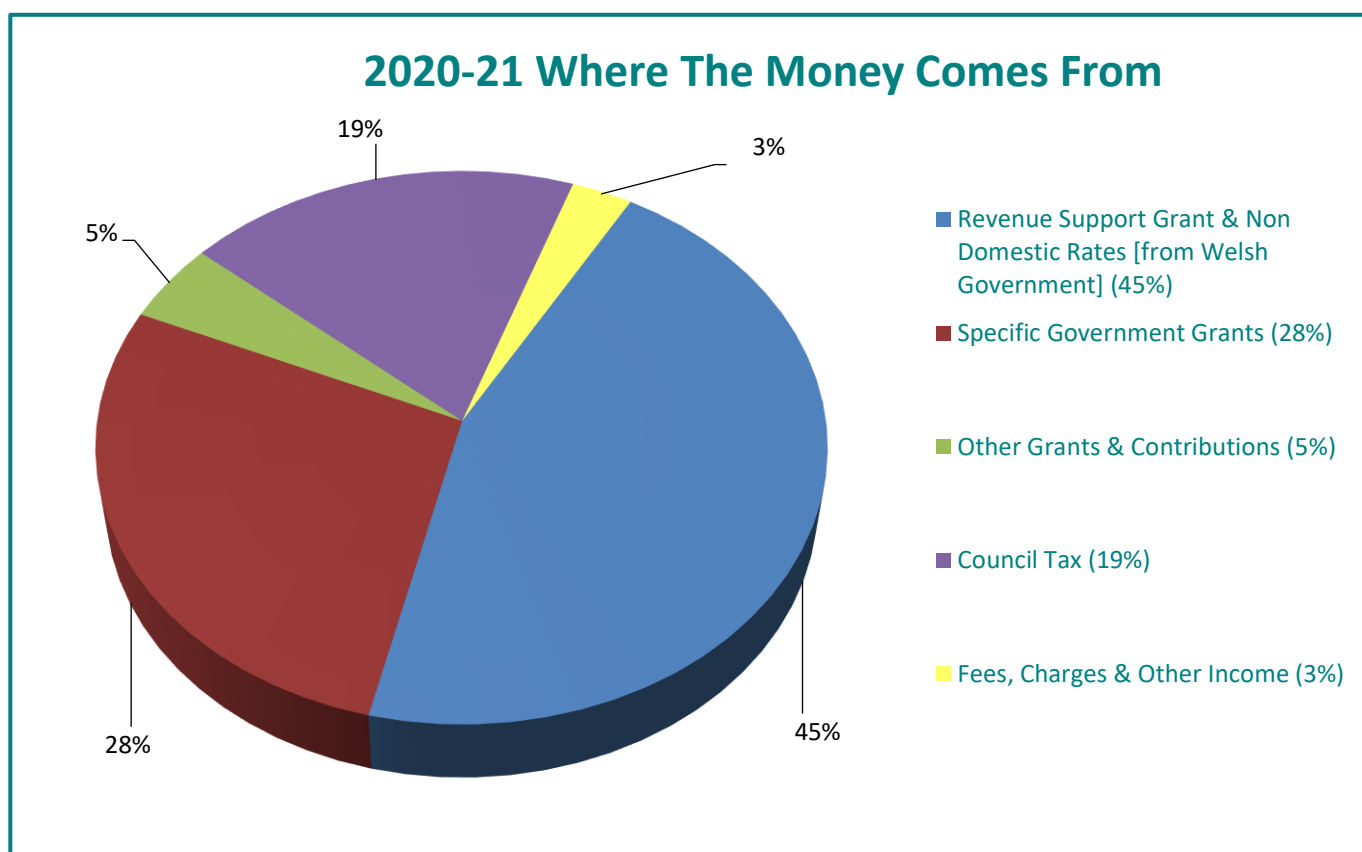
- £1.762 million Maesteg Town Hall Cultural Hub
- £1.643 million Carriageway and Footpath Renewal
- £1.518 million Fleet Vehicles
- £1.414 million Active Travel – Pencoed Technology Park
- £1.406 million Relocation of Recycling Centre
- £1.367 million Schools' Capital Maintenance Grant
- £1.358 million Disabled Facilities Grants (DFG)
- £1.184 million Brynteg Comp - East Hub
- £1.102 million Mynydd Cynffig Primary School Mobiles

Grants

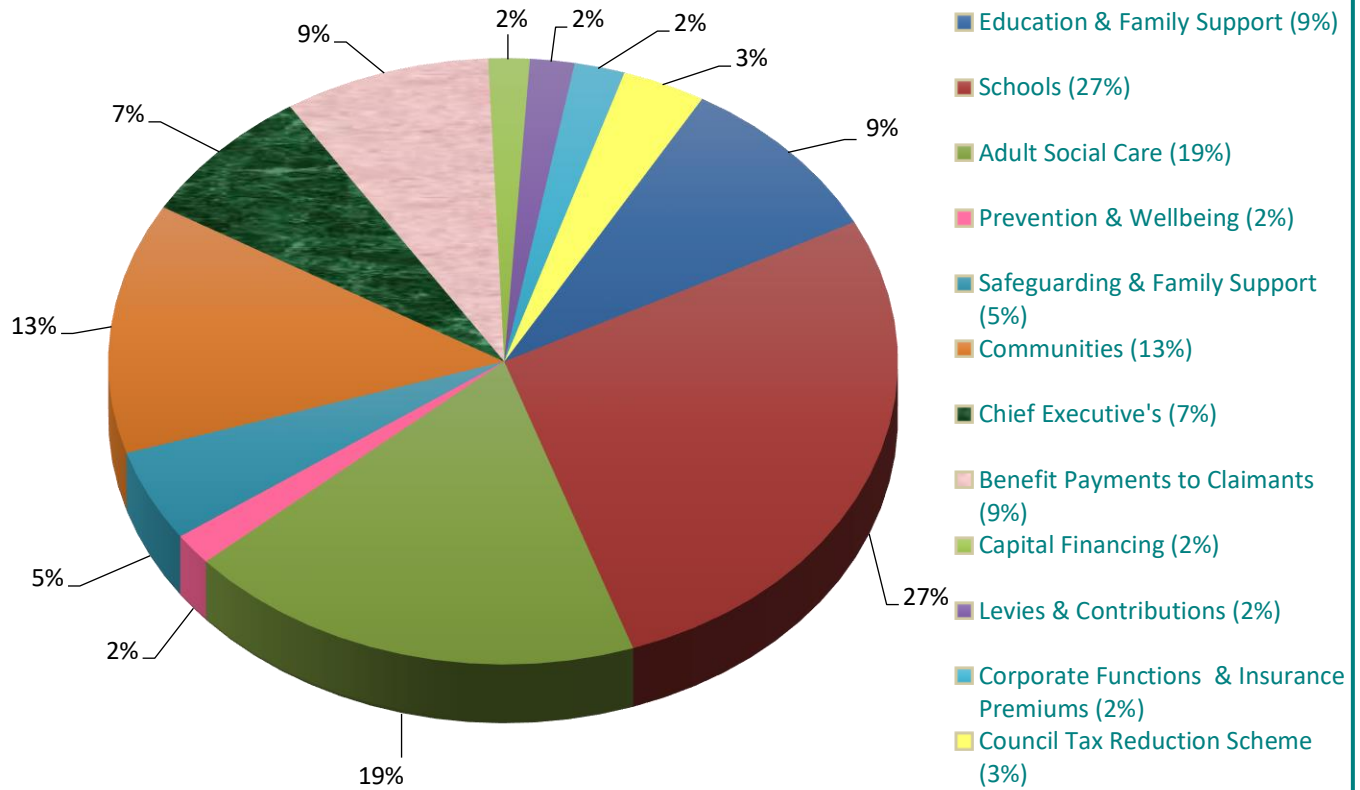
We also received specific government revenue grants in addition to the core Revenue Support Grant and Non-Domestic Rate (NDR) allocations and Housing Benefit Subsidy, totalling **£124.770 million** during 2020-21, which we are able to use in addition to our own revenue budgets. The main grants received during 2020-21 included:

- £6.307 million – Post-16 Grant
- £38.189 million - DWP Grant Income
- £8.179 million – COVID-19 Grant
- £5.955 million – Supporting People Grant
- £4.953 million – Education Improvement Grant
- £4.980 million – Pupil Development Grant
- £2.922 million – Flying Start Grant
- £1.787 million – Families First Grant

The following charts summarise where the money came from and where the money is spent:



2020-21 Where the Money Is Spent



What our regulators said about us

Audit Wales

The work of all Councils in Wales is scrutinised by external regulators to ensure that we use public money efficiently and effectively to deliver benefits for our communities. Audit Wales has an annual programme of audit and assessment work that it undertakes in the Council, and the conclusions from all this work are brought together in an Annual Audit Summary (formerly known as the Annual Improvement Report). The latest report available was published in March 2021 <https://archwilio.cymru/publication/bridgend-county-borough-Council-annual-audit-summary-2020>

The Auditor General certified that the Council has met its legal duties for improvement planning and reporting, and believes that it is likely to meet the requirements of the Local Government (Wales) Measure 2009. The Auditor General issued the certificate confirming that the audit of accounts for 2019-20 has been completed, and key facts and figures from the 2019-20 financial statements can be accessed here <https://audit.wales/infographics/local-Council/bridgend-county-borough-Council>

During the course of the year, the Auditor General did not make any formal recommendation. There were some proposals for improvements on financial sustainability, which can be viewed via the link in the table below. The impact of the pandemic meant that the breadth of local audit reviews was scaled back. A normal programme of audit reviews is expected to resume in 2021-22.

The Auditor General also researches topics at a national level in order to share best practice and make recommendations for how public bodies can improve. The topics covered during the year included Tackling fraud, Rough sleeping, Better law making, and Commercialisation in local government. These reports can be accessed via the links below.

Performance and Audit Reviews (local)	Link
Financial sustainability	https://www.audit.wales/sites/default/files/pdf_6_11.pdf
Performance and Audit Reviews (national)	Link
Raising our game: Tackling Fraud in Wales (July 2020)	https://www.audit.wales/publication/raising-our-game-tackling-fraud-wales#:~:text=The%20sums%20lost%20annually%20in,prevalent%20crimes%20in%20society%20today.
Rough sleeping in Wales- Everyone's problem; No one's responsibility (July 2020)	https://www.audit.wales/sites/default/files/2020-11/Rough-sleeping-Eng_0.pdf
Better Law Making (September 2020)	https://www.audit.wales/sites/default/files/Think%20piece_better_law_making_10.pdf
Commercialisation in Local Government (October 2020)	https://www.audit.wales/sites/default/files/2020-11/Commercialisation-english.pdf

Estyn

Estyn is the office of Her Majesty's Inspectorate for Education and Training in Wales. The purpose of Estyn is to provide an independent inspection and advice service on quality and standards in education and training in Wales. Due to the COVID-19 pandemic there were no core inspections of schools, however Bridgend schools did contribute and take part in a number of thematic reviews including the Curriculum for Wales, How schools use RRRS and catch up grants, Post-16 partnerships. These reports and others are here <https://www.estyn.gov.wales/improvement-resources-search>

Care Inspectorate Wales (CIW)

CIW evaluate the performance of social services (children and adult services) annually and publish their findings and recommendations in a letter to the Director of Social Services. At the time of writing the report, the performance letter from CIW has not yet been published.

Future Generations Commissioner

On March 9th 2020, Sophie Howe, Future Generations Commissioner for Wales triggered a Section 20 Review into the procurement practices of nine public bodies in Wales. Information on the review is covered on page 40 of this report

Important themes that underpin our work

Performance Management Framework

Performance management is about taking action in response to actual performance to make outcomes for users and the public better than they would otherwise be. You can see our Performance Management Framework here

<https://www.bridgend.gov.uk/media/2281/bcbc-performance-management-framework-2017-version.pdf>

Scrutinising our performance

Overview and scrutiny committees are a valuable part of the transparent and democratic process. They support the work of the Council as a whole in the improvement of public services. You can see more information on the role of scrutiny here: <https://www.bridgend.gov.uk/my-Council/democracy-and-elections/overview-and-scrutiny-committees/>

Equality and diversity

We are committed to promoting equality and valuing diversity through all of our services and dedicated to treating our residents, customers, employees and visitors with respect, while providing services to respond to people's individual needs. The most recent annual report published in April 2021, is available here <https://www.bridgend.gov.uk/my-Council/equalities-and-engagement/equality-and-diversity/> along with further information on our efforts to support and promote equality and diversity.

Welsh language

We are committed to treating Welsh and English on an equal basis when carrying out our public business. Our five-year strategy details how we will comply with the Welsh language standards, and how we intend to promote the language and culture among employees and residents. The most recent Welsh language annual report, published in June 2021 is available to read here <https://www.bridgend.gov.uk/my-Council/equalities-and-engagement/welsh-language/>

Bridgend Public Services Board

Bridgend Public Services Board (PSB) is a group of public sector and not for profit organisations who work together to create a better Bridgend County Borough. In July 2021, the PSB published its third annual report highlighting the activity it has undertaken in 2020-21. You can read the report here <https://www.bridgend.gov.uk/media/11185/bridgend-public-service-board-annual-report-2020-to-2021.pdf>

Risk management

With growing demands on services at a time of increasing pressure on finances, effective risk management remains an essential part of the framework for ensuring good corporate governance. Due to the COVID-19 pandemic, we have continuously reviewed the corporate risk assessment to take into account COVID-19 related risks. The latest risk register can be viewed here,

<https://democratic.bridgend.gov.uk/documents/s25102/CRA%20June%202021.pdf?LLL=0>

End of year position summary statement

At year-end, there were 15 corporate risks (CR) on the risk register, which included the recent addition of CR14 *Schools closure/partial schools closure* and CR15 *Schools are not able to maintain educational standards*. The table below provides the end of year position

Risk status	Number
High	6
Medium	6
Low	3

Direction of Travel

Additional corporate governance measures were introduced to ensure appropriate risks were escalated to the Corporate Management Board (CMB). We established a 'Silver' group, predominantly comprising of heads of service, to provide operational support for the strategic 'Gold' group - made up of CMB - and make recommendations to Cabinet. During the initial stages of lockdown both the Silver and Gold groups would meet weekly to assess COVID-19 issues and risks. When necessary, decisions would be escalated to Cabinet/CMB for final approval.

The majority of risks on the risk register have remained static with the exception of CR2 *The Council is unable to deliver transformation including agreed financial savings*, which increased from 4 to 8 (remaining a low risk) and CR13 *Invigorating the economy and economic recovery*, which remains a medium risk but its score increases from 8 to 10. Two risks have moved from medium to high-risk status. CR11 *Recovery & Restoration of Services* and CR12 *Public Health and Protecting the Public* had their risk score increase from 10 to 15 on the register.

The COVID-19 pandemic has resulted in implementing alternative ways of working, both for back office services and front line services, including adult social care and schools. This has led to, additional costs and increased operational burdens to meet relevant health and safety guidance. The new ways of working have generated new types of risk for the Council to consider, particularly in relation to fraud and cybercrime. There are also risks for vulnerable people in the community including the digital exclusion of pupils from schooling, increased levels of poverty and homelessness, increases in children at risk and older people becoming isolated. The pandemic has affected a range of Council services and activities. It is likely the impacts will continue for some time, the after-effects will need to be carefully managed, and measures put into place to mitigate the risks.

Forecast Direction of Travel

At year-end, the forecast direction of travel for risk has predominately remained the same, with CMB closely monitoring key corporate risks and progress of associated mitigating actions. It is forecast that risk CR11 *The restoration of some Council services will require new ways of working* will remain a high risk as the Council considers its future operating model as the pandemic restrictions continue to ease.

The risk CR1 *The Council is unable to make robust medium to long term decisions requiring service change* will also remain moderate to high as the impact of COVID-19 has been significant in terms of forward planning, financial uncertainty and the focus on achieving savings. Although work to deliver a balanced budget for 2021/22 and beyond is underway, many aspects remain uncertain.

Emerging risks areas

The Auditor General for Wales has identified some key long-term issues that Welsh public bodies need to take into account as they shift their planning horizons to the longer term. The Council will need to consider the risk that these changes may have on its services:

- Demographic changes – a decline in the working age population and an estimated 11% increase in the proportion of the population aged over 80 by the year 2048.
- Austerity - public bodies are currently making difficult decisions in a period of unprecedented financial austerity.
- Poverty - estimated that there will be approximately a 3% increase in the relative poverty rate in Wales from 2013-2015 to 2019-2021, and approximately a 10% increase in the relative child poverty rate from 2013-2015 to 2019-2021.
- Brexit - the impact is still widely unknown, but public bodies will need to be alert and adapt swiftly to the risks and opportunities.
- Technological developments - there is a need to balance the opportunities that technological changes provide with a need to ensure that they do not exclude those who are less comfortable and able to use digital technologies.
- Climate change - the Environment (Wales) Act 2016 places a duty on the Welsh Ministers to ensure that in 2050 net emissions are at least 80% lower than the baseline set in legislation.

The Council is conscious of the above emerging risks, some of which are included in the existing risk register along with mitigating actions to ensure they do not escalate.

Our well-being objectives for 2021-22

In our Corporate Plan 2018-23, we set out our well-being objectives. These are:

- Supporting a successful and sustainable economy
- Helping people and communities to be more healthy and resilient
- Smarter use of resources

As part of our corporate planning the well-being objectives are assessed against the requirements of the Well-being of Future Generations (Wales) Act 2015 to identify opportunities to maximise our contribution to the 7 well-being goals. Full details on the actions to achieve our objectives can be viewed in our Corporate Plan 2018-2023, reviewed for 2021-22 <https://www.bridgend.gov.uk/media/8924/psb-bridgend-ann-report-eng-0620.pdf>

Say hello to our newest member
of the customer services team!

#AskOggie

Find Oggie on our website
www.bridgend.gov.uk



Feedback

We welcome your comments on this annual report and your suggestions for improvement. You can give your feedback through



our website: www.bridgend.gov.uk



on Instagram www.instagram.com/BridgendCBC/



via Facebook www.facebook.com/BridgendCBC



on Twitter: @BridgendCBC



email to talktous@bridgend.gov.uk



in writing to Corporate Performance Team, Bridgend County Borough Council,
Raven's Court, Brewery Lane, Bridgend CF31 4WB

This report is available in both Welsh and English. It is also available in another language or format on request.

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE INTERIM CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

TREASURY MANAGEMENT – HALF YEAR REPORT 2021-22

1. Purpose of report

1.1 The purpose of this report is to:

- comply with the requirement of the Chartered Institute of Public Finance and Accountancy's 'Treasury Management in the Public Services: Code of Practice' to produce interim Treasury Management reports;
- Approve the Council's Treasury Management activities for 2021-22 for the period 1 April 2021 to 30 September 2021 and the projected Treasury Management Indicators for 2021-22.

2. Connection to corporate well-being objectives / other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:

- **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help deliver the Council's well-being objectives.

2.2 The Treasury Management Report is integral to the delivery of all of the Council's well-being objectives as the allocation of resources determines the extent to which the well-being objectives can be delivered.

3. Background

3.1 Treasury management is the management of the Council's cash flows, borrowing and investments, and the associated risks. The Council is exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates. The successful identification, monitoring and control of financial risk are therefore central to the Council's prudent financial management.

- 3.2 Treasury risk management at the Council is conducted within the framework of the Chartered Institute of Public Finance and Accountancy's (CIPFA) Treasury Management in the Public Services: Code of Practice 2017 Edition (the CIPFA Code) which requires the Council to approve a Treasury Management Strategy (TMS) before the start of each financial year. The CIPFA Code also requires the Council to set a number of Treasury Management Indicators, which are forward looking parameters and enable the Council to measure and manage its exposure to treasury management risks, and these are included throughout this report. In addition, the Welsh Government (WG) issued revised Guidance on Local Authority Investments in November 2019 that requires the Council to approve an Investment Strategy before the start of each financial year. This report fulfils the Council's legal obligation under the Local Government Act 2003 to have regard to both the CIPFA Code and the Welsh Government Guidance.
- 3.3 In 2017 CIPFA also published a new version of the Prudential Code for Capital Finance in Local Authorities (the Prudential Code). The updated Prudential Code includes a requirement for Local Authorities to provide a Capital Strategy, which is a summary document approved by full Council covering capital expenditure and financing, treasury management and non-treasury investments. The definition of investments in the 2017 CIPFA Code now covers all the financial assets of the Council as well as other non-financial assets which the authority holds primarily for financial return. The Council's Capital Strategy 2021-22, complying with CIPFA's requirement, includes the Prudential Indicators which in previous years were included in the TMS, along with details regarding the Council's non-treasury investments. The Capital Strategy and TMS should be read in conjunction with each other as they are interlinked as borrowing and investments are directly impacted upon by capital plans and were approved together by Council on 24 February 2021.
- 3.4 The Council's treasury management advisors are Arlingclose. The current services provided to the Council include:
- advice and guidance on relevant policies, strategies and reports
 - advice on investment decisions
 - notification of credit ratings and changes
 - other information on credit quality
 - advice on debt management decisions
 - accounting advice
 - reports on treasury performance
 - forecasts of interest rates
 - training courses

4. Current situation/proposal

- 4.1 The Council has complied with its legislative and regulatory requirements during the first half of 2021-22. The TMS 2021-22 was approved by Council on 24 February 2021 with the Half Year Report scheduled to be presented on 20 October 2021.

- 4.2 A summary of the treasury management activities for the first half of 2021-22 is shown in table 1 in **Appendix A**. Since the start of the financial year the Council has had surplus funds for investment. The Council receives two instalments of Welsh Government core funding (Revenue Settlement Grant) during April at £12.6 million per instalment, and was able to carry forward additional grant funding from 2020-21. As a result, the balance on investments at 30 September 2021 was £79.84 million with an average rate of interest of 0.06%. This is a significant reduction from the same time last year when the average rate was 0.24% and shows the impact of the reductions in interest rates as a result of the pandemic.
- 4.3 The Council has not taken long-term borrowing since March 2012. The TMS 2021-22 anticipated that the Council would need to borrow £30.37 million during the year, however, this was on an assumption that the Council would have £43 million held in usable reserves that it could use in the short term to finance expenditure. As at 31 March 2021 the Council's usable reserves stood at £114 million, an increase from £83 million as at 31 March 2020, which was not foreseen when the TMS was approved. The Council received £20.6 million from the Welsh Government Hardship Fund, which was more than had been anticipated during the year, as well as further additional grants from Welsh Government in the final quarter of 2020-21 of £8.9 million and capital receipts during the year of £2.9 million, as reported to Council in the Revenue Budget Outturn 2020-21 report on 23 June 2021. However, it is important to note that while the use of usable reserves in lieu of new borrowing is prudent, it is a short-term position and as the reserves are used for specific projects it will become necessary to borrow in the future to finance Capital expenditure. Based on the current capital programme and the expected use of reserves allocated therein, it is expected that there will not be a requirement for new long-term borrowing in 2021-22. Detail on forecast capital spend is provided in the Capital Strategy 2021-22 which was approved by Council on 24 February 2021 and the Quarter 2 Capital Monitoring report going to Council on 20 October 2021.
- 4.4 Restructuring of the debt portfolio, and in particular the Lender Option Borrower Option (LOBO) loans has been previously considered. The LOBOs have two trigger points during the year at which point the lender may consider offering the Council the option to repay the loan without penalty. At the current interest rates the lender is not likely to exercise that option. Any renegotiation of the LOBO would result in a premium payable by the Council. At current rates the premium would far outweigh the savings achievable. The Council will continue to review its long term lending and would take the option to repay these loans at no cost if it has the opportunity to do so.
- 4.5 Table 4 in section 4 of **Appendix A** details the movement of the investments by counterparty types and shows the average balances, interest received, original duration and interest rates for the first half of 2021-22.
- 4.6 The TM Code requires the Council to set and report on a number of Treasury Management Indicators. The indicators either summarise the expected activity or introduce limits upon the activity. Details of the estimates for 2021-22 set out

in the Council's TMS, against current projections, are shown in **Appendix A** and these show that the Council is operating in line with the approved limits.

- 4.7 The Council defines high credit quality as organisations and securities having a credit rating of A- or higher and **Appendix B** shows the equivalence table for credit ratings for Fitch, Moody's and Standard & Poor's and explains the different investment grades.
- 4.8 CIPFA's Code of Practice for Treasury Management requires all local authorities to conduct a mid-year review of its treasury management policies, practices and activities. The outcome of this review is that there are no changes required.

5. Effect upon policy framework and procedure rules

- 5.1 As required by Financial Procedure Rule 20.3 within the Council's Constitution, all investments and borrowing transactions have been undertaken in accordance with the TMS 2021-22 as approved by Council with due regard to the requirements of the CIPFA's Code of Practice on Treasury Management in the Public Services.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of the report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

- 8.1 The financial implications are reflected within the report.

9. Recommendations

- 9.1 It is recommended that Council:
- approve the Council's treasury management activities for 2021-22 for the period 1 April 2021 to 30 September 2021 and the projected Treasury Management Indicators for 2021-22.

Gill Lewis
Interim Chief Officer – Finance, Performance and Change
October 2021

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Background documents:

None

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APPENDIX A

SUMMARY OF TREASURY MANAGEMENT ACTIVITIES 2021-22 1 APRIL TO 30 SEPTEMBER 2021

1. External Debt and Investment Position

On 30 September 2021, the Council held £96.87 million of external long-term borrowing and £79.84 million of investments. The Council's external debt and investment position for 1 April to 30 September 2021 is shown below in Table 1; more detail is provided in section 3 - Borrowing Strategy and Outturn - and section 4 - Investment Strategy and Outturn:

Table 1: External debt and investment position 1 April 2021 to 30 September 2021

	Principal 01/04/2021 £m	Average Rate 01/04/2021 %	Principal 30/09/2021 £m	Average Rate 30/09/2021 %
External Long Term Borrowing:				
Public Works Loan Board	77.62	4.70	77.62	4.70
Lender's Option Borrower's Option	19.25	4.65	19.25	4.65
Total External Borrowing	96.87	4.69	96.87	4.69
Other Long Term Liabilities (LTL):				
Private Finance Initiative (PFI)*	15.56		15.16	
Other LTL	2.33		2.81	
Total Other Long Term Liabilities	17.89		17.97	
Total Gross External Debt	114.76		114.84	
Treasury Investments:				
Debt Management Office	0.00	0.00	15.34	0.01
Local Authorities	48.50	0.22	28.50	0.13
Banks	1.00	0.05	12.00	0.04
Money Market Fund***	2.05	0.02	24.00	0.01
Total Treasury Investments	51.55	0.21	79.84	0.06
Net Debt	63.21		35.00	

* (PFI) arrangement for the provision of a Secondary School in Maesteg 12.75 years remaining term

*** these funds provide instant access

Where a Council finances capital expenditure by debt, it must put aside revenue resources to repay that debt in later years and this amount charged to revenue is called the Minimum Revenue Provision (MRP). The Local Authority (Capital Finance and Accounting) (Amendment) (Wales) Regulations 2008 requires the Council to produce and approve an annual Minimum Revenue Provision (MRP) Statement before the start of the financial year that details the methodology for the MRP charge and this is detailed in the Council's Capital Strategy. The underlying need to borrow for capital purposes is measured by the Capital

Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. The Council's current strategy is to delay the need to borrow externally by temporarily using cash it holds for other purposes such as earmarked reserves. This is known as internal borrowing. This strategy is prudent as investment returns are low and counterparty risk is relatively high. The CFR is forecast to increase from 2020-21 levels due to the amount of prudential borrowing in the capital programme in future years. The Loans CFR is estimated to be £170.25 million as shown in table 2 below.

The liability benchmark measures the Council's projected net debt requirement plus a short-term liquidity allowance in the form of minimum cash and investment balances. The purpose of the benchmark is to set the level of risk which the Council regards as its balanced or normal position. The forecast liability benchmark, or level of debt, as at 31 March 2022 is £100.31 million, which is lower than the estimate within the TMS. The current level of long-term borrowing is £96.87 million. As the Council has available reserves it can use them to fund capital expenditure in the short term, which is a prudent approach to managing its cash resources. Table 2 below has been produced using estimates of capital spend and forecasts on usable reserves for the current financial year. The Loans CFR ignores cash balances and may be too high if the authority benefits from long term positive cash flows which this Council does benefit from. The benchmark assumes that cash and investment balances are kept to a minimum level of £10 million at each year-end to maintain sufficient liquidity but minimise credit risk.

Table 2: Liability benchmark

	2020-21 Actual	2021-22 Estimate TMS	2021-22 Projection
	£m	£m	£m
Loans Capital Financing Requirement	158.21	166.35	170.25
Less: Usable reserves	(114.43)	(49.11)	(79.94)
Plus: Actual/Minimum investments	10	10	10
Liability Benchmark	53.78	127.24	100.31

2. External Context

The Bank of England (BoE) has continued to hold the Bank Rate at 0.1% following the Monetary Policy Committee (MPC) voting unanimously for rates to remain unchanged at its meeting of 22 September 2021.

Annual CPI inflation rose to 2.1% in May and then again to 3.2% in August. As inflation rates during the pandemic remained low, small increases have a relatively large impact on the current inflation rate. In addition global cost pressures have continued to affect UK consumer goods prices. To a lesser degree, the reopening of the economy has led to a further increase in some

consumer services prices. Inflation expectations are currently being driven by rising oil prices and, in the UK, on-going signs of supply shortages. The HGV driver shortage and the higher wages being offered in that sector are likely symptomatic of the various effects of both Brexit and the pandemic.

The furlough scheme ended at the end of September with the Bank of England only expecting a small rise in unemployment. Since March 2020 when the pandemic began and the Coronavirus Job Retention Scheme was introduced, the furlough scheme has supported the wages of 11.6 million workers at a cost of over £68 billion. However, the impact of the ending of the scheme will only be known over the forthcoming months.

3. Borrowing Strategy and Outturn for 1 April to 30 September 2020

At 30 September 2021, the Council held £96.87 million of long-term loans as part of its strategy for funding previous years' capital programmes. The TMS 2021-22 forecast that the Council would need to borrow £30.37 million in 2021-22. Currently it is forecast that the Council will not need to take out new borrowing during the year, however this is dependent on the progress of the Capital Programme expenditure during the year and the use of available earmarked reserves during the year. More detail on forecast capital spend is provided in the Capital Strategy 2021-22 which was approved by Council on 24 February 2021 and the Quarter 2 Capital Monitoring report going to Council on 20 October 2021.

The Council's chief objective when borrowing money is to strike an appropriately low risk balance between securing low interest costs and achieving certainty of those costs over the period for which funds are required. The flexibility to renegotiate loans, should the Council's long-term plans change, is a secondary objective. Therefore the major objectives to be followed in 2021-22 are:

- to minimise the revenue costs of debt
- to manage the Council's debt maturity profile i.e. to leave no one future year with a high level of repayments that could cause problems in re-borrowing
- to effect funding in any one year at the cheapest cost commensurate with future risk
- to monitor and review the level of variable interest rate loans in order to take greater advantage of interest rate movement
- to reschedule debt if appropriate, in order to take advantage of potential savings as interest rates change
- to optimise the use of all capital resources including borrowing, both supported and unsupported, usable capital receipts, revenue contributions to capital and grants and contributions

Given the impact of the Covid-19 pandemic on the economy and public finances in general, as well as on local government funding in particular, and the uncertainty going forward, the Council's borrowing strategy continues to address the key issue of affordability without compromising the longer-term

stability of the debt portfolio. The ever increasing uncertainty over future interest rates increases the risks associated with treasury activity. As a result the Council will take a cautious approach to its treasury strategy. With short-term interest rates currently much lower than long term rates, it is likely to be more cost effective in the short term to either use internal resources or take out short term loans instead.

The Council's primary objective for the management of its debt is to ensure its long term affordability. The majority of its loans have therefore been borrowed from the Public Works Loan Board (PWLB) at long term fixed rates of interest but we will also investigate other sources of finance, such as Welsh Government and local authority loans and bank loans that may be available at more favourable rates. Following the increase in the numbers of local authorities taking out PWLB loans to buy commercial properties for yield, following a UK government consultation HM Treasury issuing revised lending terms for PWLB borrowing by local authorities in November 2020. As a condition of accessing the PWLB, local authorities will be asked to confirm that there is no intention to buy investment assets primarily for yield in the current or next two financial years. Local authorities' Section 151 Officers, or equivalent, will be required to confirm that capital expenditure plans are current and that the plans are within acceptable use of the PWLB. Whilst this in itself does not preclude the Council from investing in commercial activities, investing in assets for yield would preclude the Council from accessing PWLB borrowing. Given the investment and borrowing requirement to support the Capital Programme, the Council is unlikely to consider any investments in commercial assets primarily for yield. CIPFA are also currently undertaking a consultation on proposed changes to the Prudential Code and Treasury Management Code of Practice. The outcome of this consultation will provide further clarification around what is commercial activity and investment and confirm that the purchase of property cannot lead to an increase in the capital financing requirement. It will also set out that it would not be considered prudent for a Local Authority to borrow to invest primarily for financial return, and therefore it must not do so.

The last time the Council took out long term borrowing was £5 million from the PWLB in March 2012. Should there be a need to borrow it is likely to be from the PWLB. For estimate purposes it has been assumed that this would be over 30 years. The Council may also take out short term loans (normally for up to one month) to cover unexpected cash flow shortages. Market conditions have meant that there has been no rescheduling of the Council's long term borrowing so far this year however, in conjunction with the Council's Treasury Management advisors Arlingclose, the loan portfolio will continue to be reviewed for any potential savings as a result of any loan rescheduling.

The £19.25 million in table 1 above relates to Lender's Option Borrower's Option (LOBO) loans which have a maturity date of 2054, however these may be re-scheduled in advance of this maturity date. The LOBO rate and term may vary in the future depending upon the prevailing market rates, the lender exercising their option to increase rates at one of the bi-annual trigger points (the trigger dates being July and January) and therefore, the Council being

given the option to accept the increase or to repay the loan without incurring a penalty. The lender did not exercise their option on 22 July 2021 and the next trigger point is 22 January 2022. The lender is unlikely to exercise their option in the current low interest rate environment, however, an element of refinancing risk remains. The Council would take the option to repay these loans at no cost if it has the opportunity to do so in the future. The current average interest rate for these LOBO's is 4.65% compared to the PWLB Loans average interest rate of 4.70%. The premiums payable to renegotiate the Council's Lender's Option Borrower's Option (LOBO) continues to be cost prohibitive.

The Treasury Management indicator shown in Table 3 below is for the Maturity Structure of Borrowing and is set for the forthcoming financial year to control the Council's exposure to refinancing risk with respect to the maturity of the Council's external borrowing and has been set to allow for the possible restructuring of long term debt where this is expected to lead to an overall saving or reduction in risk. It is the amount of projected borrowing maturing in each period as a percentage of total projected borrowing. The upper and lower limits on the maturity structure of borrowing set out in the TMS 2021-22 and the projections for 2021-22 are:

Table 3: Treasury Management Indicator Maturity Structure of Borrowing 2021-22

Refinancing rate risk indicator Maturity structure of borrowing 2020-21	TMS 2021-22 Upper limit %	TMS 2021-22 Lower limit %	Projection 31-3-22 %
Under 12 months	50	-	19.87
12 months and within 24 months	25	-	-
24 months and within 5 years	25	-	9.59
5 years and within 10 years	40	-	16.33
10 years and within 20 years	50	-	16.64
20 years and above	60	25	37.57

The 19.87% shown in Table 3 above relates to the £19.25 million LOBO loans which may be re-scheduled in advance of their maturity date of 2054, as detailed in the paragraph above. The CIPFA Code requires the maturity of LOBO loans to be shown as the earliest date on which the lender can require payment, i.e. the option/call dates in 2021-22, so the maturity date is actually uncertain but is shown in the "Under 12 months" category as per the Code.

4. Investment Strategy and Outturn 1 April to 30 September 2021

Both the CIPFA Code and the WG Guidance require the Council to invest its funds prudently and to have regard to the security and liquidity of its investments before seeking the highest rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return, balancing the risk of incurring losses from defaults against receiving unsuitably low investment income.

The major objectives during 2021-22 were:-

- To maintain capital **security**

- To maintain **liquidity** so funds are available when expenditure is needed
- To achieve the **yield** on investments commensurate with the proper levels of security and liquidity

The Annual Investment Strategy incorporated in the Council's TMS 2021-22 includes the credit ratings defined for each category of investments and the liquidity of investments. The Council's investments have historically been placed in mainly short-term bank and building society unsecured deposits and local and central government. However, investments may be made with any public or private sector organisations that meet the minimum credit criteria and investment limits specified in the Investment Strategy. The majority of the Council's surplus cash is currently invested in Money Market Funds and with other local authorities, but the Council will continue to look at investment options in line with the limits detailed in the Investment Strategy. In the last 6 months Arlingclose has been constantly stress testing the financial institutions on its recommended counterparty list during the pandemic and, as a result, has removed a number from its recommended list for unsecured deposits and revised the credit rating, outlook and recommended deposit period for a number of others. This reflects the revised likely credit worthiness of the institutions from the economic and financial market implications of coronavirus. The Council takes into account updated advice from its advisors before making any investment decisions.

The Council holds surplus funds representing income received in advance of expenditure plus balances and reserves and as shown in Table 1 above, the balance on investments at 30 September 2021 was £79.84 million. Table 4 below details these investments by counterparty type. The average investment rate in the period 1 April to 30 September 2021 was 0.08% (Table 4) and was 0.06% at 30 September 2021 (Table 1 – Total Treasury Investments).

Table 4: Investments Profile 1 April to 30 September 2021

Investment Counterparty Category	Balance 01 April 2021 (A) £m	Investments raised (B) £m	Investments Repaid (C) £m	Balance 30 September 2021 (A+B-C) £m	Investment income received** Apr-Sept 2021 £'000	Average original duration of the Investment Days	Weighted average investment balance Apr-Sept 2021 £m	Weighted average interest rate Apr-Sept 21 %
Government DMO	-	173.50	158.16	15.34	0.63	12	10.63	0.01
Local Authorities	48.50	35.50	55.50	28.50	65.08	192	25.19	0.18
Banks (Fixed Maturity)	1.00	24.00	16.00	9.00	1.62	32	2.69	0.07
Banks Instant Access/Notice Period Account	-	3.00	-	3.00	0.09	-	5.90	0.03
Building Societies	-	-	-	-	-	-	-	-
Money Market Fund (Instant Access)	2.05	33.85	11.90	24.00	1.78	-	22.56	0.02
Total/Average	51.55	269.85	241.56	79.84	69.20	166	66.97	0.08

** actual income received in year excluding accruals

The Treasury Management indicator shown below in Table 5 is for Principal Sums Invested for periods longer than a year. Where the Council invests, or plans to invest, for periods longer than a year, an upper limit is set for each forward financial year period for the maturing of such investments. The purpose

of this indicator is to control the Council's exposure to the risk of incurring losses by seeking early repayment of long-term investments. The limit on the long-term principal sum invested to final maturities beyond the period end are set out in the TMS 2021-22.

Table 5: Treasury Management Indicator Principal Sums Invested for periods longer than a year

Price risk indicator	TMS 2021-22 £m	Projection 31-3-22 £m
Limit on principal invested beyond financial year end	15	Nil

All investments longer than 365 days (non-specified) will be made with a cautious approach to cash flow requirements and advice from Arlingclose will be sought as necessary.

There were no long-term investments (original duration of 12 months or more) outstanding at 30 September 2021. All investments at 30 September 2021 were short term deposits including Government Debt Management Office (DMO), Money Market Funds, Local Authorities, instant access and notice accounts. Table 6 below details these investments by counterparty type based on the remaining maturity period as at 30 September 2021:

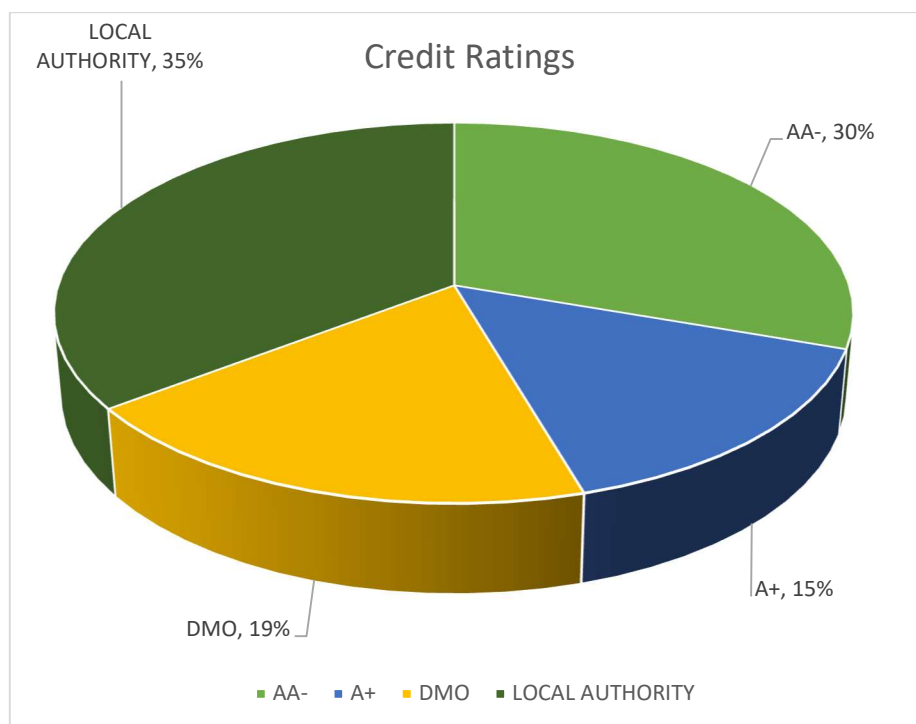
Table 6: Investments Outstanding Maturity Profile 30 September 2021

Counterparty Category	Instant Access £m	Deposits Maturing Within 1 Month £m	Deposits Maturing Within 2-3 Months £m	Deposits Maturing Within 4-12 Months £m	Total £m
Government DMO		15.34			15.34
Local Authorities			4.50	24.00	28.50
Banks	3.00	9.00			12.00
Building Societies					0.00
Money Market Funds	24.00				24.00
Total	27.00	24.34	4.50	24.00	79.84

Investment decisions are made by reference to the lowest published long-term credit rating from a selection of external rating agencies to ensure that this lies within the Council's agreed minimum credit rating. Where available the credit rating relevant to the specific investment or class of investment is used, otherwise the counterparty credit rating is used. However, investment decisions are never made solely based on credit ratings, and all other relevant factors including external advice will be taken into account. **Appendix B** shows the equivalence table for credit ratings for three of the main rating agencies Fitch, Moody's and Standard & Poor's and explains the different investment grades. The Council defines high credit quality as organisations and securities having a

credit rating of A- or higher that are domiciled in the UK or a foreign country with a sovereign rating of AA+ or higher.

The pie chart below summarises Table 6 by credit ratings and shows the £79.84 million investments at 30 September 2021 by percentage. Most Local Authorities do not have credit ratings and the £24 million invested with AA- rated MMF's were on an approved counterparty by Arlingclose, whilst the remainder of the investments all had a credit rating of A or above.



5. Interest Rate Exposures – Borrowing and Investments

The Council is exposed to interest rate movements on its borrowings and investments. Movements in interest rates have a complex impact on the Council depending on how variable and fixed interest rates move across differing financial instrument periods. Short term and variable rate loans expose the Council to the risk of short-term interest rate rises and are therefore subject to the Treasury Management indicator in Table 7 below to manage Interest Rate Exposures.

Table 7: Treasury Management Indicator Interest Rate Exposures

Interest rate risk indicator	Indicator £'000	As at 30-09-21 £'000
One year revenue impact of a 1% rise in interest rates	(273)	(573)
One year revenue impact of a 1% fall in interest rates	474	765

This has been set as an **indicator** (not a limit) to measure the net impact over one year on the revenue account of both a 1% rise and a 1% fall in all interest rates for borrowing net of treasury investments. This is calculated at a point in time on the assumption that maturing loans and investments will be replaced at rates 1% higher or lower than they would otherwise have been on their maturity dates and that the treasury investment and borrowing portfolios remain unchanged over the coming year. Interest rates can move by more than 1% over the course of a year, although such instances are rare.

The figures for the 1% fall in interest rates indicator are not the same figures as the 1% rise in interest rates (but reversed) as the borrowing relates to variable LOBO loans where it is assumed that the lender would not exercise their option if there was a fall in interest rates. All other borrowing does not have a rate reset in the next year and is with the PWLB at fixed rates

6. Review of the Treasury Management Strategy 2021-22

CIPFA's Code of Practice for Treasury Management requires all local authorities to conduct a mid-year review of its treasury management policies, practices and activities. The outcome of this review is that no changes to the TMS 2021-22 are required at this time.

APPENDIX B

Credit Rating Equivalence Table

	Description	Fitch		Moody's		Standard & Poor's	
		Long	Short	Long	Short	Long	Short
INVESTMENT GRADE	Extremely strong	AAA		Aaa		AAA	
	Very strong	AA+	F1+	Aa1	P-1	AA+	A-1+
		AA		Aa2		AA	
		AA-		Aa3		AA-	
	Strong	A+	F1	A1	P-2	A+	A-1
		A		A2		A	
		A-		A3		A-	
	Adequate	BBB+	F2	Baa1	P-3	BBB+	A-2
		BBB		Baa2		BBB	
		BBB-		Baa3		BBB-	
SPECULATIVE GRADE	Speculative	BB+	B	Ba1	Not Prime (NP)	BB+	B
		BB		Ba2		BB	
		BB-		Ba3		BB-	
	Very speculative	B+	C	B1	Not Prime (NP)	B+	C
		B		B2		B	
		B-		B3		B-	
	Vulnerable	CCC+	C	Caa1	Not Prime (NP)	CCC+	C
		CCC		Caa2		CCC	
		CCC-		Caa3		CCC-	
		CC		Ca		CC	
	C				C		
Defaulting	D	D	C		D	D	

Standard & Poor's (S&P), Moody's and Fitch are the three most significant rating agencies in the world. These agencies rate the creditworthiness of countries and private enterprises.

"AAA" or "Aaa" is the highest rating across all three rating agencies and indicates the highest level of creditworthiness. A "D" rating ("C" rating from Moody's) indicates poor creditworthiness of a company or government. A difference is made between short-term and long-term ratings.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE INTERIM CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE

CAPITAL PROGRAMME UPDATE - QUARTER 2 REPORT 2021-22

1. Purpose of report

1.1 The purpose of this report is to:

- comply with the requirement of the Chartered Institute of Public Finance and Accountancy's (CIPFA) 'The Prudential Code for Capital Finance in Local Authorities (2017 edition)
- provide an update of the capital position for 2021-22 as at 30 September 2021 (**Appendix A**)
- seek approval for a revised capital programme for 2021-22 to 2030-31 (**Appendix B**)
- note the projected Prudential and Other Indicators for 2021-22 (**Appendix C**)

2. Connection to corporate well-being objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** – taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help deliver the Council's well-being objectives.

2.2 Capital investment in the Council's assets is a key factor in meeting the Council's well-being objectives as set out in the Council's Corporate Plan.

3. Background

- 3.1 The Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003, as amended, contain detailed provisions for the capital finance and accounting controls, including the rules on the use of capital receipts and what is to be treated as capital expenditure. They modify accounting practice in various ways to prevent adverse impacts on authorities' revenue resources.
- 3.2 As well as the legislation, the Council manages its Treasury Management and Capital activities in accordance with the following associated guidance:
- CIPFA's Treasury Management in the Public Services: Code of Practice
 - CIPFA's The Prudential Code for Capital Finance in Local Authorities
 - Welsh Government (WG) revised Guidance on Local Authority Investments
- 3.3 The Prudential Code for Capital Finance in Local Authorities requires Local Authorities to have in place a Capital Strategy which demonstrates that the Authority takes capital expenditure and investment decisions in line with service objectives and properly takes account of stewardship, value for money, prudence, sustainability and affordability. To demonstrate that the Council has fulfilled these objectives, the Prudential Code sets out a number of Indicators that must be set and monitored each year. The Council's Capital Strategy, incorporating the Prudential Indicators for 2021-22, was approved by Council on 24 February 2021.
- 3.4 On 24 February 2021 Council approved a capital budget of £62.363 million for 2021-22 as part of a capital programme covering the period 2021-22 to 2030-31. The programme was last updated and approved by Council on 21 July 2021. This report provides an update on the following:
- Capital Programme monitoring quarter 2 2021-22
 - A revised Capital Programme for 2021-22 to 2030-31
 - Capital Strategy monitoring
 - Prudential and other indicators

4. Current situation/proposal

Capital Programme 2021-22 Quarter 2 update

- 4.1 This section of the report provides Members with an update on the Council's capital programme for 2021-22 since it was last approved by Council and incorporates any new schemes and grant approvals. The revised programme for 2021-22 currently totals £76.600 million, of which £54.378 million is met from Bridgend County Borough Council (BCBC) resources, including capital receipts and revenue contributions from earmarked reserves, with the remaining £22.222 million coming from external resources, including General Capital Grant. Table 1 below shows the capital programme for each Directorate from the July 2021 (quarter 1) approved Council position to quarter 2:

Table 1 – Capital Programme per Directorate 2021-22

Directorate	Approved Council July 2021 £'000	New Approvals £'000	Virements £'000	Slippage to future years £'000	Revised Budget 2021-22 £'000
Education & Family Support	14,766	387	283	0	15,436
Social Services and Well-being	3,115	0	396	(1,936)	1,575
Communities	62,796	1,117	(429)	(10,890)	52,594
Chief Executive's	5,716	575	0	0	6,291
Council Wide	954	0	(250)	0	704
Total	87,347	2,079	0	(12,826)	76,600

- 4.2 Table 2 below summarises the current funding assumptions for the capital programme for 2021-22. The capital resources are managed to ensure that maximum financial benefit for the Council is achieved. This may include the realignment of funding to maximise government grants.

Table 2 – Capital Programme 2021-22 Resources

CAPITAL RESOURCES	£'000
<i>BCBC Resources:</i>	
Capital Receipts	18,704
Earmarked Reserves	15,557
Unsupported Borrowing	5,465
Supported Borrowing	3,953
Other Loans	9,552
Revenue Contribution	1147
Total BCBC Resources	54,378
<i>External Resources:</i>	
Grants	22,222
Total External Resources	22,222
TOTAL RESOURCES	76,600

4.3 **Appendix A** provides details of the individual schemes within the capital programme, showing the budget available in 2021-22 compared to the projected spend at 30 September 2021.

4.4 A number of schemes have already been identified as requiring slippage of budget to future years (2022-23 and beyond). At quarter 2 the total requested slippage is £12.826 million, which comprises the following schemes:

City Deal (£2.702 million)

The Council's contribution to Cardiff Capital Region City Deal has been slipped due to a revised funding profile for the scheme. The overall contribution remains unchanged.

Childrens Residential Hub (£1.936 million)

The Brynmenyn Hub project has been delayed as a result of the contractor going into administration shortly before they were due to start the demolition process, requiring a retender for the required works. Arrangements are underway to re-procure a demolition contractor in order to complete demolition as soon as possible. The demolition process has earmarked funds of £0.1 million and this is likely to be the only major spend on the project before 31 March 2022. Remaining funding is to be slipped into 2022-23, when the Council will need to tender for the main building contract.

Porthcawl Townscape Heritage Initiative (£0.119 million)

Whilst two schemes will be completed this year, £0.119 million will be allocated to other Heritage Initiatives Projects across Bridgend, Maesteg and Porthcawl in 2022-23.

Community Play Areas (£0.696 million)

The project team is still in the process of developing the commissioning specification, which has taken longer than anticipated, so the majority of the programme is unlikely to be delivered until 2022-23. Should we be able to deliver any of the play areas in this financial year the budget will be adjusted accordingly.

Caerau Heat Network (£4.373 million)

A review of the scheme is in progress and works are unlikely to commence until 2022-23. A report will be presented to Cabinet as soon as possible to provide an update on progress of the scheme.

Bridgend Town Heat Scheme (£3.0 million)

The project is nearing the end of the procurement process to appoint the design, build operate and maintain contractor. This process is expected to conclude by the end of October 2021 and a report taken to Cabinet in November 2021 to approve the appointment of the contractor. It is anticipated that construction will commence in February 2022.

Capital Programme 2021-22 Onwards

- 4.5 Since the last capital report approved by Council in July 2021, there have been a number of new externally funded schemes approved and internally funded schemes, which have been incorporated into the capital programme, including:

Active Travel Fund (£0.098 million)

Welsh Government has awarded the Council with an additional £0.098 million to meet the full costs required to deliver crossing points/footway works and further design, to enhance connections from Pyle railway station to Pyle cross, Village Farm Industrial Estate and Cynffig Comprehensive School.

Bridgend College Relocation (£0.650 million)

Welsh Government has awarded the Council with £0.910 million from the Transforming Towns Programme towards Phase 1 of the Bridgend College Relocation. This is a proposed joint regeneration scheme with Bridgend College to redevelop a strategically located site within Bridgend Town Centre. The proposal is for the Council to acquire the current Police Station site at Cheapside and to demolish the existing building, with the aim of leasing the site to Bridgend College via a long-term lease. This will enable the relocation of the remaining education provision at Bridgend College's Cowbridge Road campus to the Town Centre. The £0.650 million represents the capital cost of acquiring the site.

Abercerdin Primary School Community Hub (£0.3 million)

Abercerdin Primary School are proposing a scheme of works to create a community focused hub within the curtilage of the school grounds. The works are estimated to cost £0.30 million including all fees and costs. It is proposed that these works are jointly funded by the school and the Council. The Council's contribution of £0.105 million will be funded from the Welsh Government Schools Capital Maintenance Grant 2021-22. In addition a £0.195 million revenue contribution has been added to reflect the school's funding contribution.

Brynteg Comprehensive School Multi Use Sports Pitch (£0.324 million)

The Redgra surfaced pitch at Brynteg Comprehensive School has become dilapidated and uneven, which has led to drainage issues often rendering the surface un-usable. A replacement is needed that includes new floodlights to maximise usage through the winter and outside of school hours. The estimated project cost is £0.324 million. It is proposed that the cost of the project is funded equally by the school and Council. The Council's contribution of £0.162 million will be funded from the Welsh Government Schools Capital Maintenance Grant 2021-22. In addition, a £0.162 million revenue contribution has been added to reflect the schools funding contribution.

Accessibility & Safety Road Improvements (£0.148 million)

Welsh Government has awarded the Council with additional transport grant of £0.148 million. This funding will enable safety and accessibility enhancements to be made from Broadlands to Newbridge Fields, at a cost of £0.057 million,

with the remaining £0.091 million allocation being ringfenced for a Minor Road Crossing Improvement Programme.

Minor Works (£0.221 million)

An additional £0.221 million has been added to the programme in relation to a range of planned minor works which are of a capital rather than revenue nature so are now included as part of the capital program. These will be funded from the existing revenue minor works budget.

Health and Wellbeing Village (£0.480 million)

The Sunnyside Wellness Village is a proposed integrated social housing, health and green open space project on the edge of Bridgend Town Centre that is being developed by Linc Cymru. £0.480 million of grant funding from the Integrated Care Fund capital budget has been approved towards the scheme overall costs. The funding agreement is directly between Cwm Taf Morgannwg University Health Board and the Council. It is condition of the funding letter that the Council must put in place appropriate grant terms and conditions in line with their funding conditions when passing the funding on to any third party recipient. It is anticipated that these conditions will be met during the second half of 2021-22 and the funding will be passed to Linc Cymru.

Maesteg Town Hall (0.250 million)

Further additional essential works have been identified as part of the construction contract for Maesteg Town Hall. These are in respect of;

South Annex Roof

Following removal of the existing roof covering to replace with new, it was discovered that the timber supporting beams, of which some are supported by the buildings historic apse, are in need of urgent replacement. Surveys undertaken previously and which formed the basis of the returned tender costs showed the timber in adequate condition, but since this time they have degenerated to a state where replacement is required. The project team are currently designing options for renewal however the total cost of the works is expected to be in the region of £0.100 million.

Ground Contamination

Following preparation works for the building extension on Talbot Street, non-hazardous contamination has been found in the ground under the former external staircase. Ground investigation surveys were carried out at design stage and several trial holes were undertaken in the area, however it was not possible to survey the area previously due to the external staircase being in situ. Recent site test investigations have revealed the contamination is localised and costs for its removal are currently being assessed. The contractors estimate the cost of this to be in the region of £0.120 million.

Gantries

A concern has been raised in regard to the gable walkways and high level gantry access over the stage and leading towards the attic space over the main hall. Anticipated cost for repair is circa £0.040 million.

Contingency funding is being ringfenced for the purpose of these works with a £0.250 million addition from the unallocated capital fund but not for any other unforeseen works. If alternative funding is approved at a later date any new grant funding will be used to replace the additional £0.250 million unallocated capital fund contribution.

CCTV WiFi Project (£0.072 million)

A Smart Borough is a place where existing networks and services are made more efficient through the use of digital technologies for the benefit of residents and businesses in that area. The CCTV infrastructure will be providing the foundations for a Smart Borough and it presents the opportunity of overlaying Wi-Fi services onto the infrastructure. This will provide a “free public usage” Wi-Fi model which will encourage users to visit the Council’s Wi-Fi landing page to access information and services safely. The Wi- Fi project will initially cover 4 key areas, Bridgend, Porthcawl, Maesteg and Pencoed and will cost £0.072 million which is to be funded from a revenue contribution to capital.

- 4.6 There are a number of other schemes within the Capital Programme that are awaiting confirmation of external funding over the Autumn period. Once approval is known, it may also result in some schemes needing re-profiling. The Capital Programme has not been updated at this time for these schemes and further reports will be brought to Cabinet and Council in due course for approval.
- 4.7 A revised Capital Programme is included as **Appendix B**.

Prudential and Other Indicators 2021-22 Monitoring

- 4.8 In February 2021, Council approved the Capital Strategy for 2021-22, which included the Prudential Indicators 2021-22 to 2023-24 together with some local indicators.
- 4.9 The Capital Strategy is intended to give an overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services along with an overview of how associated risk is managed and the implications for future sustainability. To this end, a number of prudential indicators were included within the Capital Strategy and approved by Council. In line with the requirements of the Prudential Code, the Chief Finance Officer is required to establish procedures to monitor both performance against all forward-looking prudential indicators.
- 4.10 Appendix C details the actual indicators for 2020-21, the estimated indicators for 2021-22 set out in the Council’s Capital Strategy and the projected indicators for 2021-22 based on the revised Capital Programme. These show that the Council is operating in line with the approved limits.

Capital Strategy Monitoring

- 4.11 The Capital Strategy also requires the monitoring of non-treasury management investments and other long-term liabilities. The Council does have an existing investment portfolio which is 100% based within the County Borough and primarily the office and industrial sectors. The income streams are generally spread between the single and multi-let office investments on Bridgend Science Park, the multi-let industrial estates and the freehold ground rent investments. The total value of Investment Properties was £5.090 million at 31 March 2021.
- 4.12 The Council has a number of other long term liabilities which are included within the Capital Strategy, the most significant being the Maesteg School Private Finance Initiative (PFI), for the provision of a Secondary School in Maesteg. This forms a long-term liability for the Council which is £14.77 million at 31 March 2021. This is a 25 year agreement which will end during the 2033-34 financial year. Other long term liabilities totalling £2.036 million include lease arrangements for the Innovation Centre, the Council's Waste Contract and a Welsh Government energy efficiency loan.

5. Effect upon policy framework and procedure rules

- 5.1 As required by Financial Procedure Rule 3.5.3 within the Council's Constitution, "The Chief Finance Officer shall report quarterly to Cabinet an update on the Capital Strategy and the Prudential Indicators."

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. Projects within the capital programme will be subject to the preparation of Equality Impact Assessments before proceeding. However, it is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report. Specifically, the development of a 10 year capital programme, which reflects the Council's affordability in terms of capital receipts and borrowing, supports the principle of sustainability over the long term.

8. Financial implications

- 8.1 The financial implications are outlined in the body of the report.

9. Recommendations

9.1 It is recommended that Council:

- notes the Council's Capital Programme 2021-22 Quarter 2 update to 30 September 2021 (**Appendix A**)
- approves the revised Capital Programme (**Appendix B**)
- notes the projected Prudential and Other Indicators for 2021-22 (**Appendix C**)

Gill Lewis

Interim Chief Officer – Finance, Performance and Change

October 2021

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Background documents: None

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	Budget 21-22 (Council July 21)	New Approvals	Virement	Slippage	Revised Budget 2021-22	Total Expenditure To Date	Projected Spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000

Education & Family Support

21ST CENTURY SCHOOLS BAND B	400	-	-		400	-	400
CCYD CLASSROOMS	-	30			30	1	30
HIGHWAYS SCHEMES BAND B	3,400		-		3,400	-	3,400
YSGOL BRYN CASTELL SPECIAL SCHOOL	22		-		22	36	22
BRYNMENYN PRIMARY	44		-		44	-	44
LAND PURCHASE BAND B SCHOOLS	4,910		-		4,910	1	4,910
YSGOL GYFUN GYMRAEG LLANGYNWYD	-		50		50	-	50
GATEWAY TO THE VALLEYS SECONDARY SCHOOL	135	-	-		135	5	135
GARW VALLEY SOUTH PRIMARY PROVISION	139		-		139	(8)	139
PENCOED PRIMARY	54		-		54	-	54
GARW VALLEY PRIMARY HIGHWAYS	30		-		30	-	30
PENCOED PRIMARY SCHOOL HIGHWAYS WORKS	56		-		56	-	56
ABERCERDIN PRIMARY SCHOOL HUB	-	195	105		300	-	300
BRYNTEG COMPREHENSIVE SCHOOL ALL WEATHER PITCH	-	162	162		324	-	324
BRYNMENYN SCHOOL HIGHWAYS WORK	12		-		12	-	12
REDUCTION OF INFANT CLASS SIZES	-		3		3	3	3
CROESTY PRIMARY SCHOOL	15		(3)		12	2	12
SCHOOLS CAPITAL MINOR WORKS	128		233		361	3	361
SCHOOLS TRAFFIC SAFETY	208				208	1	208
SCHOOL MODERNISATION RETENTION	573				573	-	573
CEFN CRIBWR PRIMARY ALN	-				-	(8)	-
EDUCATION S106 SCHEMES	169				169	-	169
MYNYDD CYNFFIG PRIMARY SCHOOL MOBILES	98				98	(13)	98
SCHOOLS' CAPITAL MAINTENANCE GRANT	2,456		(267)		2,189	251	2,189
WELSH MEDIUM CHILDCARE PROVISION - BETTWS	747				747	5	747
WELSH MEDIUM CHILDCARE PROVISION - BRIDGEND	53				53	-	53
WELSH MEDIUM CHILDCARE PROVISION - OGMORE	807		-		807	19	807
WELSH MEDIUM CHILDCARE PROVISION - PORTHCAWL	53		-		53	-	53
WELSH MEDIUM CHILDCARE PROVISION - HIGHWAYS	100		-		100	-	100
EAST HUB - BRYNTEG COMPREHENSIVE	-		-		-	(30)	-
MAES YR HAUL PRIMARY SCHOOL SOLAR PANELS	32				32	-	32
CYNFFIG COMPREHENSIVE SCHOOL EXTERNAL CANOPY	42				42	-	42
ICT FOR SCHOOLS KITCHENS	40		-		40	40	40
LITCHARD PRIMARY SCHOOL SOLAR PANELS	43		-		43	-	43
TOTAL Education & Family Support	14,766	387	283	-	15,436	310	15,436

Social Services and Wellbeing

BRYNGARW HOUSE	17		(17)		-	-	-
COMMUNITY CENTRES	280				280	45	280
PENCOED LIBRARY	13		(13)		-	-	-
BRYNGARW PARK - ACCESS IMPROVEMENTS	33		16		49	-	49
BRYN Y CAE - HFE'S	40				40	-	40
TY CWM OGWR	-		340		340	6	340
WELLBEING MINOR WORKS	113		50		163	-	163
TREM Y MOR - ACCOMODATION	175				175	152	175
BAKERS WAY MINOR WORKS	10				10	-	10
GLAN YR AFON CARE HOME	51				51	-	51
CHILDRENS RESIDENTIAL HUB	2,036			(1,936)	100	18	100
HARTSHORN HOUSE	47		20		67	64	67

	Budget 21-22 (Council July 21)	New Approvals	Virement	Slippage	Revised Budget 2021-22	Total Expenditure To Date	Projected Spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
BRIDGEND RECREATION	150				150	76	150
WOLLO AND AWEN ACCESSIBILITY	150				150	-	150
TOTAL Social Services & Wellbeing	3,115	-	396	(1,936)	1,575	361	1,575

Communities
Street Scene

COMMUNITY PLAY AREAS	336	-	460	(696)	100	10	100
PARKS/PAVILIONS/COMMUNITY CENTRES CAT	580	-			580	94	580
ABERFIELDS PLAYFIELDS	11	-			11	-	11
CARDIFF CAPITAL REGION CITY DEAL	2,702	-		(2,702)	-	-	-
PORTHCAWL TOWN SEA DEFENCE	27	-			27	-	27
ACCESSIBILITY & SAFETY ROAD IMPROVEMENTS	-	148			148	-	148
COYCHURCH CREMATORIUM	815	-			815	100	815
REMEDIAL MEASURES - CAR PARKS	135	-			135	-	135
CIVIL PARKING ENFORCEMENT	38				38	-	38
ROAD SAFETY SCHEMES	256		80		336	32	336
PYLE TO PORTHCAWL PHASE 1	250	98			348	21	348
ACTIVE TRAVEL- BRIDGEND TO PENCOED PHASE 2	1,841				1,841	163	1,841
HIGHWAYS STRUCTURAL WORKS	344				344	93	344
CARRIAGEWAY CAPITAL WORKS	255				255	191	255
ACTIVE TRAVEL - BRIDGEND TO BRACKLA	-				-	(14)	-
ROAD SAFETY IMPROVEMENTS	229				229	-	229
PROW CAPITAL IMPROVEMENT STRUCTURES	141		40		181	0	181
HIGHWAYS REFURBISHMENT GRANT	810				810	(10)	810
CARRIAGEWAY & FOOTWAYS RENEWAL	1,360		200		1,560	856	1,560
NATIONAL CYCLE NETWORK PHASE 2	-				-	(3)	-
REPLACEMENT OF STREET LIGHTING	538	-	(150)		388	81	388
BRIDGE STRENGTHENING A4061	51	-			51	27	51
COMMUNITIES MINOR WORKS	401		60		461	15	461
RIVER PROTECTION MEASURES	11		150		161	-	161
RESILIENT ROADS FUND	475				475	-	475
ULTRA LOW EMISSIONS VEHICLE TRANSFORMATION FUND	462				462	-	462
PYLE PARK AND RIDE METRO	-	-			-	(7)	-
LOCAL TRANSPORT FUND - PENPRYSG ROAD BRIDGE	-	-			-	36	-
SAFE ROUTES	174				174	29	174
RESIDENTS PARKING BRIDGEND TC	128				128	-	128
FLEET VEHICLES	1,236		140		1,376	2	1,376
RELOCATE RECYCLING CENTRE	660		138		798	704	798
AHP WASTE	207				207	177	207
HEOL MOSTYN JUNCTION	540				540	21	540
EXTENSION TO CORNELLY CEMETERY	301	-			301	11	301
EXTENSION TO PORTHCAWL CEMETERY	199	-			199	6	199
STREET LIGHTING ENERGY SALIX	629	-			629	96	629
HIGHWAYS S106 MINOR SCHEMES	60	-			60	7	60
GULLY SUCKING EQUIPMENT	140		(140)		-	-	-
TRAFFIC SIGNAL REPLACEMENT	250				250	-	250
PLAYGROUND REFURBISHMENT	460		(460)		-	-	-
FOOTPATH REFURBISHMENT	200		(200)		-	-	-
FIRE SUPPRESSION SYSTEM TONDU WASTE DEPOT	140				140	-	140
TOTAL Streetscene	17,392	246	318	(3,398)	14,558	2,737	14,558

Regeneration & Development

BRIDGEND BUS SUP NETWORK	25		110		135	101	135
PORTHCAWL RESORT INVESTMENT FOCUS (PRIF)	70				70	42	70

	Budget 21-22 (Council July 21)	New Approvals	Virement	Slippage	Revised Budget 2021-22	Total Expenditure To Date	Projected Spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
COZY CORNER PRIF	1,885				1,885	48	1,885
CONVERGANCE SRF BUDGET	990		(110)		880	-	880
VRP - BRYNGARW PARK	151				151	164	151
VRP - PARC SLIP	88				88	56	88
THEMATIC PROJECTS (UCPE AND UCLG)	687				687	166	687
PORTHCAWL REGENERATION PROJECT	2,541				2,541	2	2,541
BERWYN CENTRE AND OGMORE VALE WASHERIES	183				183	133	183
COVID RECOVERY FOR TOWN CENTRES	334				334	81	334
TRANSFORMING TOWNS BRIDGEND POLICE STATION	-	650			650	-	650
ECONOMIC STIMULUS PROJECT	831				831	146	831
COASTAL RISK MANAGEMENT PROGRAM	6,309				6,309	1,580	6,309
LLYNFI DEVELOPMENT SITE	2,260				2,260	-	2,260
BRIDGEND HEAT SCHEME	3,390			(3,000)	390	29	390
MAESTEG TOWN HALL CULTURAL HUB	5,421		250		5,671	803	5,671
TOWN & COMMUNITY COUNCIL FUND	224				224	18	224
CAERAU HEAT NETWORK	4,373			(4,373)	-	-	-
PORTHCAWL THI	134			(119)	15	-	15
COMMERCIAL PROPERTY ENHANCEMENT FUND	150				150	22	150
TOTAL Regeneration & Development	30,046	650	250	(7,492)	23,454	3,390	23,454

Corporate Landlord

CAPITAL ASSET MANAGEMENT FUND	820				820	-	820
CORPORATE LANDLORD ENERGY EFFICIENCY SAVINGS	1,279				1,279	94	1,279
ENTERPRISE HUB	1,902				1,902	38	1,902
RAVEN'S COURT MINOR WORKS	447				447	-	447
RELOCATION OF REGISTRARS	-				-	2	-
BRIDGEND/MAESTEG MARKET MINOR WORKS	10				10	-	10
DDA WORKS	156		252		408	156	408
MINOR WORKS	1,293	221	(1,218)		296	5	296
FIRE PRECAUTIONS MINOR WORKS	142		107		249	43	249
BRYNCETHIN DEPOT FACILITIES	370				370	20	370
NON OPERATIONAL ASSETS	480				480	-	480
WATERTON UPGRADE	8,144				8,144	-	8,144
EVERGREEN HALL	130				130	-	130
INVESTING IN COMMUNITIES	185		(138)		47	-	47
Total Corporate Landlord	15,358	221	(997)	-	14,582	359	14,582

TOTAL Communities	62,796	1,117	(429)	(10,890)	52,594	6,485	52,594
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Chief Executive

DISABLED FACILITIES GRANTS (DFG)	2,093		(54)		2,039	631	2,039
TARGET HARDENING GRANTS	-		11		11	11	11
DISCRETIONARY HOUSING GRANTS	200				200	-	200
HOUSING RENEWAL AREA	118				118	8	118
VALLEYS TASK FORCE EMPTY PROPERTIES GRANT	300				300	-	300
COMFORT SAFE & SECURITY GRANTS	-		4		4	4	4
WESTERN VALLEY EMPTY HOMES PILOT	260				260	-	260
EMERGENCY REPAIR LIFETIME GRANT	-		39		39	39	39
ENABLE SUPPORT GRANT	198				198	19	198
HEALTH AND WELLBEING VILLAGE		480			480	-	480
TOTAL Housing/Homelessness	3,169	480	-	-	3,649	712	3,649

ICT INFRA SUPPORT	400	23			423	125	423
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	Budget 21-22 (Council July 21)	New Approvals	Virement	Slippage	Revised Budget 2021-22	Total Expenditure To Date	Projected Spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
W/CIS HARDWARE REFRESH	1,352				1,352	133	1,352
DIGITAL TRANSFORMATION	200				200	-	200
REPLACEMENT CCTV	595	72			667	-	667
TOTAL ICT	2,547	95	-	-	2,642	259	2,642
TOTAL Chief Executive	5,716	575	-	-	6,291	970	6,291
<u>Council Wide Capital Budgets</u>							
CORPORATE CAPITAL FUND	200				200	-	200
UNALLOCATED	754		(250)	-	504	-	504
	954	-	(250)	-	704	-	704
GRAND TOTAL	87,347	2,079	-	(12,826)	76,600	8,126	76,600

Credit balances under 'Total Expenditure to Date' represent amounts payable and accrued as at 31 March 2021. Payments made during 2021-22 will be set against the credit balances shown

	Total 2021-2031			2021-2022					FUTURE YEARS										CUMULATIVE
	Total Cost £'000	BCBC Funding £'000	External Funding £'000	Council July 2021 £'000	New Approvals £'000	Vire £'000	Slippage £'000	Revised 2021-22 £'000	2022-2023 £'000	2023-2024 £'000	2024-2025 £'000	2025-2026 £'000	2026-2027 £'000	2027-2028 £'000	2028-2029 £'000	2029-2030 £'000	2030-2031 £'000	Total 2021 - 2031 £'000	
Education & Family Support																			
Highways Schemes Band B Schools	3,400	3,400	-	3,400				3,400										3,400	
21st Century Schools Band B	49,505	15,654	33,851	400				400	2,471	6,051	29,528	10,302	753				49,505		
CCYD classrooms	30	30			30			30									30		
Ysgol Bryn Castell Special School	22	22		22				22									22		
Ysgol Gyfun Gymraeg Llangynwyd	50	50				50		50									50		
Brynmenyn Primary School	44	44		44				44									44		
Land Purchase Band B	4,910	4,910		4,910				4,910									4,910		
Gateway to the Valleys C C Y D Comprehensive School	135	135	-	135				135									135		
Garw Valley South Primary Provision	139	139		139				139									139		
Pencoed Primary School	55	55		55				55									55		
Garw Valley Primary Highways Works	30	30	-	30				30									30		
Pencoed School Highways Works	55	55	-	55				55									55		
Abercerdin Primary School Hub	300	300	-		195	105		300									300		
Brynteg Comprehensive School All Weather Pitch	324	324	-		162	162		324									324		
Brynmenyn Primary Highways Works	12	12	-	12				12									12		
Reduction of Infant Class Sizes - Bro Ogwr	15	-	15	15				15									15		
Schools Minor Works	361	361	-	128		233		361									361		
Schools Traffic Safety	208	208	-	208				208									208		
School Modernisation	573	573	-	573				573									573		
Education S106 Schemes	169	-	169	169				169									169		
Mynydd Cynffig Primary School Mobiles	98	98	-	98				98									98		
School's Capital Maintenance Grant	2,189	2,157	32	2,456		(267)		2,189									2,189		
Welsh Medium Childcare Provision - Bettws	747	-	747	747				747									747		
Welsh Medium Childcare Provision - Bridgend	550	-	550	53				53	497								550		
Welsh Medium Childcare Provision - Ogmore	807	-	807	807				807									807		
Welsh Medium Childcare Provision - Porthcawl	550	-	550	53				53	497								550		
Welsh Medium Childcare Provision - Highways Schemes	100	-	100	100				100									100		
Maes Yr Haul Primary School Solar Panels	32	32		32				32									32		
Cynffig Comprehensive School External Canopy	42	42		42				42									42		
ICT for School Kitchens	40	40		40				40									40		
Litchard Primary School Solar Panels	43	43	-	43				43									43		
Total Education and Family Support	65,535	28,714	36,821	14,766	387	283	-	15,436	3,465	6,051	29,528	10,302	753	-	-	-	-	65,535	
Social Services and Well-being																			
Adult Social Care																			
Bridgend Recreation	150	150		150				150										150	
Bryngarw Park- Access	49	49		33		16		49									49		
Bryn Y Cae	40	40		40				40									40		
Trem Y Mor	175	175		175				175									175		
Ty Cwm Ogwr Care Home	340	340				340		340									340		
Wellbeing Minor Works	163	163		113		50		163									163		
Bakers Way	10	10	-	10				10									10		
Glan Yr Afon Care Home	51	51	-	51				51									51		
Children's Residential Accommodation Hub	2,036	2,036	-	2,036			(1,936)	100	1,936								2,036		
Hartshorn House	67	67		47		20		67									67		
Culture																			
Bryngarw House	-	-		17		(17)		-									-		
Community Centres	280	280		280				280									280		
Pencoed Library	-	-		13		(13)		-									-		
HALO and AWEN Accessibility	150	150		150				150									150		
Total Social Services and Well-being	3,511	3,511	-	3,115	-	396	(1,936)	1,575	1,936	-	-	-	-	-	-	-	-	3,511	
Communities																			
Street Scene																			
Community Play Areas	796	796	-	336		460	(696)	100	696								796		
Parks/Pavilions/Community Centres CAT	580	580	-	580				580									580		
Aber Playing Fields	11	11		11				11									11		
Cardiff Capital Region City Deal	7,691	7,691	-	2,702			-2,702	-	3,138	4,451	103						7,691		

PRUDENTIAL AND OTHER INDICATORS 2020-21 and 2021-22

The Prudential Indicators are required to be set and approved by Council in accordance with CIPFA's Prudential Code for Capital Finance in Local Authorities. Table 1 shows the 2020-21 actual capital expenditure, the capital programme approved by Council on 24 February 2021 and the latest projection for the current financial year which has incorporated slippage of schemes from 2020-21 together with any new grants and contributions or changes in the profile of funding.

Table 1: Prudential Indicator: Estimates of Capital Expenditure

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Council Fund services	23.461	61.883	76.120
Investment Properties	-	0.480	0.480
TOTAL	23.461	62.363	76.600

All capital expenditure must be financed, either from external sources (government grants and other contributions), the Council's own resources (revenue, reserves and capital receipts) or net financing requirement (borrowing, leasing and Private Finance Initiative). The planned financing of the expenditure has been projected as follows:

Table 2: Capital financing

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
External sources	15.583	16.563	24.482
Own resources	1.511	30.939	35.408
Net Financing Requirement	6.367	14.861	16.710
TOTAL	23.461	62.363	76.600

The net financing requirement or 'debt' is only a temporary source of finance, since loans and leases must be repaid, and this is therefore replaced over time by other financing, usually from revenue which is known as the Minimum Revenue Provision (MRP). As well as MRP, the Council makes additional voluntary revenue contributions to pay off Prudential or Unsupported Borrowing. The total of these are shown in Table 3 below:-

Table 3: Replacement of debt finance

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Minimum Revenue Provision (MRP)	2.927	2.997	2.969
Additional Voluntary Revenue Provision	1.502	1.925	1.757
Total MRP & VRP	4.429	4.922	4.782
Other MRP on Long term Liabilities	0.743	0.801	0.801
Total Own Resources	5.172	5.723	5.527

The Council's cumulative outstanding amount of debt finance is measured by the Capital Financing Requirement (CFR). This increases with new debt-financed capital expenditure and reduces by the MRP amount within the year. Based on the above figures for expenditure and financing, the Council's estimated CFR is as follows based on the movement on capital expenditure at quarter 1:

Table 4: Prudential Indicator: Estimates of Capital Financing Requirement

	2020-21 Actual £m	2021-22 Estimate £m	2021-22 Projection £m
Capital Financing Requirement			
Opening CFR excluding PFI & other liabilities	155.466	157.405	157.405
Opening PFI CFR	16.310	15.566	15.566
Total opening CFR	171.776	172.971	172.971
Movement in CFR excluding PFI & other liabilities	1.938	9.939	11.984
Movement in PFI CFR	(0.743)	(0.801)	(0.801)
Total movement in CFR	1.195	9.138	11.183
Closing CFR	172.971	182.109	184.154
Movement in CFR represented by:			
Net financing need for year (Table 2 above)	6.367	14.861	16.710
Minimum and voluntary revenue provisions	(4.429)	(4.922)	(4.726)
MRP on PFI and other long term leases (Table 3)	(0.743)	(0.801)	(0.801)
Total movement	1.195	9.138	11.183

The capital borrowing need (Capital Financing Requirement) has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This is known as Internal Borrowing. Projected levels of the Council's

total outstanding debt, which comprises of borrowing, PFI and Other Long Term Liabilities, are shown below compared with the Capital Financing Requirement:-

Table 5: Prudential Indicator: Gross Debt and the Capital Financing Requirement

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Debt (incl. PFI & leases)	113.670	120.545	114.848
Capital Financing Requirement	172.971	182.109	184.154

Statutory guidance is that debt should remain below the capital financing requirement, except in the short-term. As can be seen, the Council expects to comply with this in the medium term.

The Council is legally obliged to set an affordable borrowing limit (also termed the authorised limit for external debt) each year. In line with statutory guidance, a lower “operational boundary” is also set as a warning level should debt approach the limit.

Table 6: Prudential Indicators: Authorised limit and operational boundary for external debt in £m

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Authorised limit – borrowing	170.000	170.000	170.000
Authorised limit – other long term liabilities	30.000	30.000	30.000
Authorised Limit Total	200.00	200.000	200.000
Operational boundary – borrowing	120.000	130.000	130.000
Operational boundary – other long term liabilities	25.000	25.000	25.000
Operational Boundary Limit Total	145.000	155.000	155.000
Total Borrowing and Long Term Liabilities	113.670	120.545	114.848

Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and MRP are charged to revenue, offset by any investment income receivable. The

net annual charge is known as financing costs; this is compared to the net revenue stream i.e. the amount funded from Council Tax, business rates and general government grants.

Table 7: Prudential Indicator: Proportion of financing costs to net revenue stream

	2020-21 Actual £m	2021-22 Estimate (Council Feb 21) £m	2021-22 Projection £m
Capital Financing Central	6.623	6.707	6.571
Other Financing costs	3.448	3.872	3.704
TOTAL FINANCING COSTS	10.072	10.579	10.276
Proportion of net revenue stream	3.71%	3.89%	3.77%

This shows that in 2021-22, 3.77% of our net revenue income will be spent paying back the costs of capital expenditure.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY

MARKET SUPPLEMENT POLICY

1. Purpose of report

1.1 The purpose of this report is to seek approval of the Market Supplement Policy

2. Connection to corporate well-being objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:

- ***Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

3.1 There is currently no provision within the council for the payment of market supplements. The implementation of the council's Single Status Job Evaluation Collective Agreement in September 2013 meant that all former market supplements ceased with the introduction of the new pay and grading structure.

3.2 The Pay Policy agreed by Council on 10 March 2021 confirmed this position. It was, however, referenced that consideration would be given to the introduction of market supplements, in recognition of the challenges faced in recruiting and retaining staff in some professions on the current pay structure

3.3 The introduction of the Market Supplement Policy would address the issue that the council's job evaluation scheme and grading structure do not take into account market factors such as market pay rates or fluctuating demand for skills in the market place.

4. Current situation/proposal

4.1 The Market Supplement Policy, at **Appendix 1** will enable the council to respond to any established recruitment and retention issues by temporarily increasing the pay awarded to a post, without altering the determined job evaluation grade. This will ensure that the principles within the job evaluation scheme in maintaining equal pay are preserved.

4.2 Market supplements will be used as an exception rather than the rule and must be considered through submission of a robust business case comprising clear objective evidence on all relevant factors.

4.3 Trade Union representatives have been fully engaged and contributed to the development of this new policy. In the event that Council approves this policy, Trade Union partners have acknowledged that it will be necessary to agree an addendum to the council's Single Status Job Evaluation Collective Agreement.

5. Effect upon policy framework and procedure rules

5.1 There is no effect upon policy framework and procedure rules.

6. Equality Act 2010 implications

6.1 An initial EIA has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh language. It is therefore not necessary to carry out a full EIA on this policy.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals/objectives under the Act as a result of this report.

8. Financial implications

8.1 The introduction of a Market Supplement policy will lead to increased costs, where a business case is approved for an individual post or group of posts.

8.2 The cost of market supplements will be met from service budgets will be included as part of the annual budget preparation process.

9. Recommendation(s)

9.1 It is recommended that Council approves:

- the Market Supplement Policy (**Appendix 1**)

Kelly Watson

Chief Officer Legal and Regulatory Service, HR and Corporate Policy

01 October 2021

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Group Manager HR & OD

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Background documents:

None

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MARKET SUPPLEMENT POLICY

SCOPE STATEMENT

This Policy applies to all employees of Bridgend County Borough Council except:

- Those employed under the Conditions of Service for School Teachers in England and Wales
- Those employed under the JNC Grade 19 and above.
- Those employed under Soulbury Terms and Conditions and Youth Terms and Conditions.

Date of Issue:

DOCUMENT CONTROL	
Document Title:	

Previous Publication Date:	
DOCUMENT APPROVAL	
This document received approval from:	Date:
Group Manager HR/OD	
Trade Unions	
Corporate Management Board	
Council	
REVISION HISTORY	
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Document Title		Department	HR&OD
Publication date		Review Date	

Table of Contents

1. Introduction4

2. Principles 4

3. Process to Pay a Market Supplement 5

4. Reviewing Market Supplement 7

5. Appeal7

6. Policy Review7

DRAFT

Document Title		Department	HR&OD
Publication date		Review Date	

1. Introduction

- 1.1 Market supplements are a way of tackling recruitment and/or retention issues by temporarily increasing the pay awarded to a post, without altering the determined job evaluation grade. There can be occasions, due to changing trends in the labour markets that the grade for a post, as determined by job evaluation, does not meet the “going rate” for a particular job or occupation. A shortage of people with particular skills – both locally and nationally – may drive up the going rate and create challenges in recruiting and retaining staff.
- 1.2 This market supplement policy is required as the council’s job evaluation scheme and grading structure do not take into account market factors such as market pay rates or fluctuating demand for skills in the market place. It is therefore occasionally necessary to pay a market supplement in addition to the base salary in order to recruit or retain staff. It should be noted however that a market supplement must be the absolute exception rather than the rule.
- 1.3 Market supplements will be made on the basis that they are objectively justified, e.g. where there are demonstrable recruitment and/or retention difficulties and it can be shown that these will be eradicated or mitigated against by the payment of this supplement.
- 1.4 Base salary is not the only factor which influences the council’s ability to recruit and retain employees. The remuneration package should be part of an overall total reward strategy and the need for market supplements should be considered in this context.

2. Principles

- 2.1 Any market supplement must be objectively justifiable and will be applied according to the following principles:
- 2.1.1 The decision to pay a market supplement will only be taken when all other non-pay related measures to successfully recruit to a vacant post or retain employees in current posts have been reasonably explored and evidenced.
- 2.1.2 The decision to pay a market supplement must be supported by a robust business case and approved in accordance with an authorisation process – see point 3.1.1.
- 2.1.3 Prior to the completion of any application for a market supplement, the Head of Service must confirm that the job description/personal specification for the post is up-to-date. The Job Evaluation Team will

Document Title		Department	HR&OD
Publication date		Review Date	

also need to verify that an evaluation accompanies the current version of the job description. If the job description needs to be changed to reflect the present duties and responsibilities, then the changes will need to be evaluated in order to determine the appropriate grade for the post.

- 2.1.4 Market supplements will apply for 2 years and will be subject to review after 18 months. It is the responsibility of the Head of Service to ensure that it is reviewed after 18 months. Should evidence at that time not justify a market supplement continuing then the payment will cease at the original end date.
- 2.1.5 If a post attracting a market supplement is subsequently re-graded to a higher grade, the market supplement will be reviewed.
- 2.1.6 Market supplements will not be increased in line with annual pay awards.
- 2.1.7 The cost of market supplements will be met from service budgets will be included as part of the annual budget preparation process.
- 2.1.8 Where a market supplement is introduced for a specific post, it will apply to all existing post holders with the same Job Description.
- 2.1.9 Market supplements should be clearly indicated in job adverts
- 2.1.10 Information on market supplements will be reported to CMB on a quarterly basis.

3. Process to Pay a Market Supplement

3.1 There has to be clear justification for the need of a market supplement. The relevant Directorate / Service will be required to demonstrate:

- Difficulties in attracting and/or retaining staff; -
- High levels of business risk; -
- Relevant market data reflecting significant difference in levels of pay.

3.1.1 The business case will be provided by the Head of Service, which is then signed off by the CMB Member together with input from Finance and Human Resources.

3.1.2 The business case should cover the following:

- Evidence to show that pay is the primary issue;

Document Title		Department	HR&OD
Publication date		Review Date	

- Details of other attempts to resolve the issue;
- Market data showing the difference between the salaries offered and the external market rate.

3.1.3 Once the business case and application form has been completed it should be submitted to the Chief Officer – Legal and Regulatory Services, Human Resources and Corporate Policy for approval or rejection. Should the application be made from Legal, HR & Regulatory Service then the application will be submitted to the Chief Executive, who will delegate to a member of Corporate Management Board (CMB). Trade Unions are also to be notified at this time.

3.1.4 The decision should then be communicated back to the CMB Member and if they are dissatisfied with the outcome then they can refer the matter to CMB for final decision – see Appeals section.

3.1.5 If an employee in receipt of a market supplement is promoted or appointed to another role which is not subject to a market supplement, the supplement will cease with effect from the date of their commencement in the new role.

3.1.6 The value of the supplement will be the difference between the maximum of the current grade range and the determined market rate. This may need to take into account any allowances that apply to BCBC and competitor employer posts.

3.2 Other pay arrangements include:

- The amount of any market supplement should be clearly identified as a separate payment and not incorporated in the basic grade/rate of pay for the post. It will not alter the grade of the post determined by the job evaluation process.
- Part-time employees will receive a payment pro-rata to their contractual hours.
- The payment will be subject to statutory deductions.
- Market supplements form part of an employee’s pay and will be pensionable.
- Market Supplement will not be included for enhanced payments, overtime, call out, etc.

Document Title		Department	HR&OD
Publication date		Review Date	

4. Reviewing the Market Supplement

- 4.1.1. All market supplements will be reviewed after 18 months. The purpose of the review is to establish whether there have been any changes in the labour market in respect of particular posts and skills sets.
- 4.1.2 The review will be undertaken by the appropriate Head of Service, along with colleagues in Finance and Human Resources as per the original application process, with approval from the CMB Member.
- 4.1.3 A review will take place if a post in receipt of a market supplement is re-graded as a result of a re-evaluation of changed duties.
- 4.1.4 A review will also take place when a post holder(s) leaves a post prior to the end of the formal review period, subject to all posts with the same job description being vacant.

5 Appeals

- 5.1.1 The corporate CMB Member who supports the market supplement application can request that CMB reviews the decision. The CMB Member will need to present why they feel the decision is inappropriate and provide supporting evidence.
- 5.1.2 Any appeal should be made to the Chief Officer – Legal and Regulatory Services, Human Resources and Corporate Policy within 20 working days of receiving the outcome of the review. The appeal must be in writing and should include the reasons for dissatisfaction and supporting evidence and documents.

6 Policy Review

- 6.1 This policy will be periodically reviewed in line with procedures, in order that it remains appropriate to the Council's operation, is best practice and meets legal requirements.

Document Title		Department	HR&OD
Publication date		Review Date	

Market Supplement Application Form

Job Title	
Department	
Service	
Post Holders	
Current JD/PS to be attached	
Is the current JD/PS up to date?	
Business Case	
<p>Business Case should consider the relevance of the following points for the market supplement:</p> <p>Recruitment Summary</p> <ul style="list-style-type: none"> • Number of times the post has been advertised (including dates advertised) • Number of responses to each advertisement • Level of vacancies • Assessment of the quantity of responses • Assessment of the quality of responses • Turnover statistics for the post • Supporting data from exit interviews • Articles in professional bodies' journals / websites, press etc re skills shortages and / or evidence from national surveys <p>Other Options</p> <p>What evidence is there that pay (and not some other factor) is causing the recruitment/retention problems being experienced?</p> <p>What recruitment / retention initiatives have been tried / exhausted?</p> <p>Have alternatives to paying a market supplement been considered?</p> <p>Is filling the post</p> <ul style="list-style-type: none"> • Market Pay Rates • Supporting Information 	

Document Title		Department	HR&OD
Publication date		Review Date	

Market Supplement

- What appears to be the 'going rate' for the job?
- Is this the 'going rate' for the job locally, regionally, nationally or occupational labour market?
- What sources have been used to obtain this data?

Market Supplement Rate

Period for Payment (Max 2 Years):

Human Resource Input

Approved HR:

Finance Input

Approved Finance:

Approved Head of Service

Approved CMB Member

Document Title		Department	HR&OD
Publication date		Review Date	

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE MONITORING OFFICER

CHANGES TO THE MEMBERSHIP OF THE GOVERNANCE AND AUDIT COMMITTEE

1. Purpose of report

- 1.1 The purpose of this report is to consider changes to the membership of the Governance and Audit Committee to take effect following the Annual Meeting of Council on 18 May 2022.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:

1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions for all people in the county borough.
2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

- 2.2 The establishment of Committees and other bodies will fulfil the requirements of the Constitution and enable the Council to work towards the successful achievement of its Corporate Well-being Objectives.

3. Background

- 3.1 Whilst the Authority already has a Governance and Audit Committee, the Local Government (Wales) Measure 2011 made this a statutory requirement. The Measure makes a number of requirements in relation to the Audit Committee's membership, including the appointment of the Chairperson and the Committee's remit.

- 3.2 The Measure 2011 statutory guidance requires Audit Committees to have the following statutory functions:

- Review, scrutinise and issue reports and recommendations in relation to the authority's financial affairs.
- Review, scrutinise and issue reports and recommendations on the appropriateness of the authority's risk management, internal control and corporate governance arrangements.
- Oversee the Authority's audit arrangements and review its financial statements.

3.3 The Governance and Audit Committee can decide how it wants to carry out its functions but it must have regard to the statutory guidance issued by the Welsh Government under Section 85 of the Measure 2011.

3.4 The Local Government and Elections (Wales) Act 2021 has added additional responsibilities to the Committee linked with governance including consideration of aspects of performance and complaints.

4. Current situation / proposal

4.1 The current membership of the Governance and Audit Committee comprises 12 Bridgend County Borough Council (BCBC) Members and one Independent (Lay) Member. In terms of the Lay Membership of this Committee, the current Lay Member Ms J Williams was reappointed for a further term at the Annual Meeting of Council on 17 May 2017 and in accordance with the Measure she is allowed to sit for a maximum of two terms on the Committee in this capacity. This term will expire in May 2022.

4.2 Members will recall that under the Local Government and Elections (Wales) Act 2021 it will be a legislative requirement from 5 May 2022 for one third of the membership of the Committee to be Lay Members. It is therefore proposed that the membership of the Governance and Audit Committee is changed to 12 Members consisting of 8 BCBC Members and 4 Lay Members and that Council approve the appointment of additional Lay Members to ensure it is compliant with the legislation from 5 May 2022 onwards. The allocation of seats to the Committee will then be determined at the Annual Meeting of Council on 18 May 2022 in accordance with the political composition of the Council at that time.

4.3 Under the Local Government (Wales) Measure 2011 statutory guidance paragraph 9.27 relates to the appointment of Lay Members and states:

- (a) Lay Members should be independent from the council and have no business connection with it, although knowledge of how local government functions would be a definite advantage;
- (b) In appointing Lay Members whose political allegiances are well known, local authorities should consider if this compromises the independence from the council a Lay Member should possess.

4.4 The guidance recommends a Lay Member should not be appointed for more than two full terms of a local authority. Any Lay Member with voting rights is subject to the provisions of the Code of Conduct for Members.

- 4.5 If Council approves the proposal to seek the appointment of additional Lay Members, the following recruitment process will commence as outlined below.
- 4.6 In order to comply with legislation, national adverts will be placed in conjunction with the Welsh Local Government Association, as well as on the Council's website, to advertise the positions. In addition, to promote greater awareness and encourage wider applications, details of the position will be sent to as many stakeholder organisations and networks as possible.
- 4.7 Applicants will be required to complete an application form. All applications received will then be presented to an Officer Panel consisting of the Monitoring Officer, Chief Finance Officer and Head of Internal Audit to decide on a shortlist of applicants to be interviewed. In considering a shortlist for interview, it is proposed that the following criteria is used:
- Interest and knowledge/experience of financial, risk and performance management, audit, accounting concepts and standards, and the regulatory regime within Wales;
 - Objective and independent of mind with an unbiased attitude and ability to apply discretion;
 - Supportive of good governance principles and their practical application towards the achievement of organisational objectives;
 - Strategic thinker with excellent communication skills;
 - Ability to understand and weigh up evidence and challenge respectfully.
- 4.8 Shortlisted candidates would be interviewed by the Panel and if appropriate, appoint the successful candidates as Lay Members to the Governance and Audit Committee.

5. Effect upon policy framework and procedure rules

- 5.1 The Constitution will require amending in relation to the membership of the Governance and Audit Committee.

6. Equality Act 2010 implications

- 6.1 The protected characteristics identified within the Equality Act 2010, Socio-economic Duty and the impact on the use of the Welsh language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

- 7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial Implications

- 8.1 Independent Members will be entitled to remuneration under the Council's Schedule of Remuneration for Members as follows: £210 daily fee, £105 half day fee. This will be met from the Democratic Services budget.

9. Recommendations

It is recommended that Council:

- 9.1 Approve the changes to the membership of the Governance and Audit Committee as outlined at paragraph 4.2 of the report to take effect following the Annual Meeting of Council on 18 May 2022;
- 9.2 delegate the process for selecting and recommending appropriate Lay Members to an Officer Panel comprising the Monitoring Officer, Chief Finance Officer and Head of Internal Audit;
- 9.3 receive a further report advising of the appointments.

Kelly Watson,
Chief Officer, Legal and Regulatory Services, HR and Corporate Policy
October 2021

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Background Documents: None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE CHIEF OFFICER - LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY

INFORMATION REPORTS FOR NOTING

1. Purpose of report

- 1.1 The purpose of this report is to inform Council of the Information Reports for noting which have been published since its last scheduled meeting.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the **Well-being of Future Generations (Wales) Act 2015**:-
- Smarter use of resources – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 At a previous meeting of Council, it was resolved to approve a revised procedure for the presentation to Council of Information Reports for noting.

4. Current situation/proposal

4.1 Information Reports

The following Information Reports have been published since the last meeting of Council:-

<u>Title</u>	<u>Date Published</u>
Electoral Division Boundary Review	14 October 2021
Urgent Delegated Decision	14 October 2021

4.2 Availability of Documents

The documents have been circulated to Elected Members electronically via Email and placed on the Bridgend County Borough Council website. They are available from the above date of publication.

5. Effect upon policy framework and procedure rules

5.1 This procedure has been adopted within the procedure rules of the Constitution.

6. Equality Impact 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

8.1 There are no financial implications regarding this report.

9. Recommendation

9.1 That Council acknowledges the publication of the documents listed in this report.

K Watson

Chief Officer Legal and Regulatory Services, HR and Corporate Policy

October 2021

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Background documents: None.

BRIDGEND COUNTY BOROUGH COUNCIL

INFORMATION REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE CHIEF EXECUTIVE

ELECTORAL DIVISION BOUNDARY REVIEW

1. Purpose of Report.

- 1.1 The purpose of this report is to inform Council on the outcome of the Electoral Division Boundary Review completed by the Local Democracy and Boundary Commission for Wales.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objective under the Well-being of Future Generations (Wales) Act 2015:-
- **Smarter use of resources** – ensuring that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives

3. Background.

- 3.1 The Local Democracy and Boundary Commission for Wales (the Commission) has conducted a review of the electoral arrangements of the County Borough. This review was conducted in accordance with the Local Government (Democracy) (Wales) Act 2013, specifically Sections 29, 30 and 34-36.
- 3.2 The draft proposals were published in January 2019 and following consultation, the final proposals were published in October 2019.
- 3.3 The Minister for Finance and Local Government published a statement on the 15th July 2021, accepting the recommendations of the Commission except for making minor amendments to the names of two wards.
- 3.4 The Order has now be signed into law by the Minister on the 1st October 2021.

4. Current situation/proposal

- 4.1 The new arrangements will reduce the number of Wards from 39 to 28 and the number of Council Members from 54 to 51 with each member representing an average of 2096 electors. There will be 13 one-member wards, 7 two-member wards and 8 three-member wards. The list of Wards can be found at Appendix 1
- 4.2 A summary of the changes from the 39 to the 28 wards is shown below: -

- 9 have remained unchanged: Aberkenfig, Blackmill, Llangynwyd, Maesteg East, Maesteg West, Nant-y-moel, Ogmere Vale, Oldcastle and Pen-y-fai.
- Brackla has been split into 3 one-member wards: Brackla East Central, Brackla West, Brackla West Central; and 1 two-member ward with the inclusion of Coychurch Lower; Brackla East and Coychurch Lower.
- Morfa and Newcastle wards have been combined to form a three-member ward and renamed Bridgend Central.
- Brynryon, Laleston and Merthyr Mawr has had its member representation increased by one to a three-member ward.
- Caerau has had its member representation reduced by one to a two-member ward.
- Cefn Glas and Llangewydd & Brynhyfryd wards have been combined to create a two-member ward and renamed Cefn-glas.
- Coity, Litchard and Pendre have been combined to create a three-member ward and renamed Coity Higher.
- Cornelly has had its member representation increased by one to a three-member ward.
- Bettws, Blaengarw, Llangeinor and Pontycymmer wards have been combined to create a single three-member ward and renamed Garw Valley.
- The Porthcawl wards of Newton, Nottage, Porthcawl East Central, Porthcawl West Central and Rest Bay all remain as wards but the boundaries that make up those wards have changed and has increased the representation in Porthcawl East Central by one to a two-member ward.
- Fellindre, Hendre and Penprysg wards have been combined to form a three-member ward and renamed Pencoed and Penprysg
- Pyle and Cefn Cribwr wards have been combined to create a three-member ward and renamed Pyle, Kenfig Hill and Cefn Cribwr.
- Bryncethin, Bryncoch, Sarn and Ynysawdre wards have been combined to create a three-member ward and renamed St Bride's Minor and Ynysawdre

4.3 The Boundary Commission also recommended changes to both Porthcawl Town Council and Brackla Community Council to have the same consequential boundary changes as their respective County Borough Wards . These changes are shown in Appendix 2.

4.4 The new Boundaries will be implemented for the Local Elections in May 2022.

5. Effect upon policy framework and procedure rules

5.1 There is no direct effect upon the policy framework and procedure rules in respect of this information report. There will subsequently be amendments to the Constitution which will be presented to Council at a later date.

6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial Implications.

8.1 A full assessment of the financial impact to the Council in respect of Elected Members' remuneration will be required. The assessment will take into consideration these changes and the final recommendations from the Independent Remuneration Panel for Wales.

9. Recommendation.

9.1 To note the changes to the Electoral Division boundaries and wards coming into force for the Local Elections in May 2022.

Mark Shephard
Chief Executive Officer
October 2021

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Background documents

Review of the Electoral Arrangements of the County Borough of Bridgend - Final Recommendations Report: -
https://ldbc.gov.wales/sites/ldbc/files/review/Bridgend%20Final%20Report_e_7.pdf

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Appendix 1 - Boundary Review – New Wards from May 2022

Ward name (English)	Ward name (Welsh)	Area of electoral ward	Number of members
Aberkenfig	Abercynffig	The Aberkenfig ward of the community of Newcastle Higher and the community of Llangynwyd Lower	1
Blackmill	Melin Ifan Ddu	The Blackmill and Evanstown wards of the community of Ogmere Valley	1
Brackla East and Coychurch Lower	Dwyrain Bracla a Llangrallo Isaf	The Brackla East ward of the community of Brackla and the community of Coychurch Lower	2
Brackla East Central	Canol Dwyrain Bracla	The Brackla East Central ward of the community of Brackla	1
Brackla West	Gorllewin Bracla	The Brackla West ward of the community of Brackla	1
Brackla West Central	Canol Gorllewin Bracla	The Brackla West Central ward of the community of Brackla	1
Bridgend Central	Canol Pen-y-bont ar Ogwr	The Morfa and Newcastle wards of the community of Bridgend	3
Bryntirion, Laleston and Merthyr Mawr	Bryntirion, Trelales a Merthyr Mawr	The community of Merthyr Mawr, and the Laleston / Bryntirion ward of the community of Laleston	3
Caerau	Caerau	The Caerau and Nantyffyllon wards of the community of Maesteg	2
Cefn-glas	Cefn-glas	The Cefn Glas 1 and Cefn Glas 2 wards of the community of Laleston	2
Coity Higher	Coety Uchaf	The community of Coity Higher	3
Cornelly	Corneli	The community of Cornelly	3
Garw Valley	Cwm Garw	The community of Garw Valley	3
Llangynwyd	Llangynwyd	The Cwmfelin and Pont-rhyd-y-cyff wards of the community of Llangynwyd Middle	1

Ward name (English)	Ward name (Welsh)	Area of electoral ward	Number of members
Maesteg East	Dwyrain Maesteg	The East ward of the community of Maesteg	2
Maesteg West	Gorllewin Maesteg	The West ward of the community of Maesteg	2
Nant-y-moel	Nant-y-moel	The Nant-y-moel ward of the community of Ogmore Valley	1
Newton	Drenewydd	The Newton ward of the community of Porthcawl	1
Nottage	Notais	The Nottage ward of the community of Porthcawl	1
Ogmore Vale	Bro Ogwr	The Ogmore Vale ward of the community of Ogmore Valley	1
Oldcastle	Hengastell	The Oldcastle ward of the community of Bridgend	2
Pencoed and Penprysg	Pencoed a Phen-prysg	The community of Pencoed and the community of Coychurch Higher	3
Pen-y-fai	Pen-y-fai	The Pen-y-fai ward of the community of Newcastle Higher	1
Porthcawl East Central	Canol Dwyrain Porthcawl	The East Central ward of the community of Porthcawl	2
Porthcawl West Central	Canol Gorllewin Porthcawl	The West Central ward of the community of Porthcawl	1
Pyle, Kenfig Hill and Cefn Cribwr	Y Pîl, Cynffig a Chefn Cribwr	The communities of Cefn Cribwr and Pyle	3
Rest Bay	Rest Bay	The Rest Bay ward of the community of Porthcawl	1
St Bride's Minor and Ynysawdre	Llansanffraid-ar-Ogwr ac Ynysawdre	The communities of St Bride's Minor and Ynysawdre	3

Appendix 2 – Community Council changes from May 2022

Brackla Community Council			
Existing Wards	Community Councillors	New Wards	Community Councillors
Brackla	11	Brackla West	3
		Brackla West Central	3
		Brackla East Central	3
		Brackla East	3
Total	<u>11</u>	Total	<u>12</u>

Porthcawl Town Council			
Existing Wards	Community Councillors	New Wards	Community Councillors
Newton	4	Newton	3
Nottage	4	Nottage	3
Rest Bay	3	Rest Bay	3
West Central	4	West Central	3
East Central	4	East Central	6
Total	<u>19</u>	Total	<u>18</u>

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BRIDGEND COUNTY BOROUGH COUNCIL

INFORMATION REPORT TO COUNCIL

20 OCTOBER 2021

REPORT OF THE CHIEF OFFICER LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY

URGENT DELEGATED DECISION

1. Purpose of report

- 1.1 To report to Council a delegated decision executed as a matter of urgency under Scheme A 1.1 of the Scheme of Delegation of Functions.

2. Connection to corporate well-being objectives / other corporate priorities

- 2.1 This report assists in the achievement of the following corporate well-being objectives under the **Well-being of Future Generations (Wales) Act 2015**:-
1. **Supporting a successful sustainable economy** – taking steps to make the county borough a great place to do business, for people to live, work, study and visit, and to ensure that our schools are focussed on raising the skills, qualifications and ambitions for all people in the county borough.
 2. **Helping people and communities to be more healthy and resilient** - taking steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services. Supporting individuals and communities to build resilience, and enable them to develop solutions to have active, healthy and independent lives.
 3. **Smarter use of resources** – ensure that all resources (financial, physical, ecological, human and technological) are used as effectively and efficiently as possible and support the creation of resources throughout the community that can help to deliver the Council's well-being objectives.

3. Background

- 3.1 Decisions taken as a matter of urgency must be reported to Council in accordance with Paragraph 18 of the Overview & Scrutiny Procedure Rules which are to be found at Part 4 of the Constitution.

4. Current situation/proposal

- 4.1 The urgent decision taken and therefore by-passing the call-in procedure (as set out in paragraph 19 of Part 4 Rules of Procedure within the Constitution), is summarised below:-

Scheme A 1.1

CMM-PS-21-116 – Land purchase at Brackla Industrial Estate, Bridgend.

5. Effect upon policy framework and procedure rules

5.1 This report has no effect on the Council's policy framework and procedure rules.

6. Equality Act 2010 implications

6.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. This is an information report, therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

8.1 There are no financial implications relating to the report.

9. Recommendation

9.1 It is recommended that Council notes the report.

K Watson

**CHIEF OFFICER LEGAL AND REGULATORY SERVICES, HR AND CORPORATE
POLICY & MONITORING OFFICER**

October 2021

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Background documents: The Council's Scheme of Delegation (of Functions)

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